

FINANCIAL TIMES

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Denmark	LB	S. America	SEK 1.0
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Friday February 16 1990

GERMANY

The D-Mark crosses the Wall

Page 16

D 8523A

World News

Moscow call for summit on united Germany

Work should begin immediately on preparing a 35-nation summit to provide guarantees that a united Germany would not threaten its neighbours and to codify the principle of free elections throughout Europe, Edward Shevardnadze, Soviet Foreign Minister, said.

In testimony to Canadian MPs in Ottawa, Shevardnadze accepted the movement towards reunification, welcomed the creation of a single German currency, but warned of a Nazi revival. Page 3

Cocom accord near

The Western allies are close to agreement on relaxing controls on high technology exports to Warsaw Pact countries but still have to settle technical details. Page 13

Hong Kong Law

China underlined its determination to try to stamp out political dissent in Hong Kong when it pushed through amendments in the territory's proposed Basic Law which will outlaw subversion. Page 4

Mandela stays firm

Nelson Mandela, the released leader of the African National Congress, defended the ANC's policy of nationalisation in comments which may further unsettle South African financial markets. Page 4

Korean troop pledge

US Defence Secretary Richard Cheney called for a substantial increase in South Korea's contribution to the cost of stationing US forces on the Korean peninsula but said that any troop withdrawals would be on a gradual and limited basis. Page 4

Barco calls for unity

President Virgilio Barco of Colombia called for Latin American countries to form a united front in the fight against cocaine trafficking. Page 3

Prague split opens

Czechoslovakia will suffer disastrous consequences if it attempts to move too hastily towards a market economy, a leading professor said in a series of differences within the government. Page 2

Hungary troops out

Hungary expects an accord within a month on the withdrawal of all Soviet troops from its territory, the foreign ministry's state secretary Ferenc Somogyi said. Page 19

Kosovo protests

A wave of protest continued in Yugoslavia's southern Kosovo province, where 29 people have died in riots over the past month. Page 20

33 seamen rescued

A helicopter rescued all 33 crew of an oil rig adrift in the North Sea before it ran aground on the Dutch coast just south of Rotterdam. Page 20

Message for Kabul

The UN Secretary General reproached Afghan leaders for failing to resolve differences in their nation. Page 22

Hackers convicted

Three West Germans were convicted of selling the Soviet Union information they got by hacking into Western military databases using a home computer and a telephone. Page 2

Protest at N-site

Bulgaria's communist authorities halted work on a nuclear power plant after people living near the site formed a human chain to protest against its construction. Page 2

Parkinson dies at 76

British photographer Norman Parkinson, known for his portraits of Britain's royal family and his quest to photograph the world's most beautiful women, died at a Singapore hospital, aged 76. Page 18

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Business Summary

Hanson buys 45% stake in largest US coal producer

Hanson, UK holding company, has paid \$50m for a 45.8 per cent stake in Peabody Holding Company, the largest US coal producer.

It is also negotiating to buy the remaining 54.97 per cent from Newmont Mining, the US company in which it acquired a 49 per cent interest when it took over Consolidated Gold Fields last year. Page 18; Lex, Page 18

MARKETS: THE UK gilt market showed renewed weakness with long-dated issues falling by more than a point. Traders blamed a lack of buying interest rather than heavy selling.

UK GILTS

FT-A All Stocks Index	129
128	128.00
127	127.00
126	126.00
125	125.00
124	124.00
123	123.00
122	122.00
121	121.00
120	120.00
119	119.00
118	118.00
117	117.00
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4	4.00
3	3.00
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1	1.00
0	0.00

By Quentin Peel in Moscow

Soviet draft reform will lead to private property ownership

THE Soviet Government yesterday proposed a property law which would, in all words, open the way for private property in the Communist state.

The proposal stops short of using the actual term "private property" but would put "individual property" ownership on the same legal basis as state, communal and co-operative property, and allow individuals to hire labour.

It lays down a legal basis for the sale of shares in enterprises and for the ownership of the "means of production" as well as property ownership by foreign companies, joint ventures and foreign citizens.

Mr Leonid Abalkin, the deputy prime minister responsible for economic reform, said the words "private property" had

been omitted because of the "negative attitude" of Soviet people towards the concept.

The main aim of the proposed law is to end the state monopoly on property and introduce different categories of property on an equal legal basis - including leasehold, co-operative property, joint stock companies, and individual ownerships.

However, it leaves open the question of land ownership for a separate law, except for the ownership of private farming plots by collective farm workers, and "garden plots" by urban residents.

Mr Abalkin said the law was to be permissive, not restrictive. It did not attempt to define all forms of property, and "in this sense, the law remains open."

However, it was still strongly criticised by reformers.

Mr Gavril Popov, the leading economist in the radical Inter-Regional Group of deputies, said the exclusion of the words "private property" was a step backwards.

On the other hand, Professor Alexei Sergeyev, the leading economist of the conservatives in the Communist Party, said the new property law was the first to be presented to the new session of the Soviet parliament, underlining its importance in the programme of economic reforms put forward under Mr Mikhail Gorbachev.

The bill allows individuals ownership not only of houses, flats, cars and lorries, shares and other securities, but also

Sweden's minority Government quits after losing vote

By Robert Taylor in Stockholm

SWEDEN'S minority Social Democratic Government resigned last night after losing a crucial parliamentary vote on its proposed wage and price freeze by 133 votes to 190.

However, the prospect of an early general election appeared to have receded for the moment.

The Speaker of the Parliament is expected to consult political leaders over the next few days to see whether an alternative government can be formed within the existing Parliament.

But observers believe that the three main non-Socialist parties will not be able to establish a coalition and that the Speaker will have no alternative but to recall Prime Minister Ingvar Carlsson and ask him to try to form a new Social Democratic administration.

Such a government would then produce a fresh package of austerity measures, including sweeping public expenditure cuts, which the Ministry of Finance is preparing.

Mr Carlsson had said his plan for a two-year freeze of wages and prices, and restrictions on strikes, was intended to guarantee continued full employment. The wage-price freeze was unveiled last week to suppress strikes.

On the other hand, Professor Alexei Sergeyev, the leading economist of the conservatives in

EUROPEAN NEWS

Mass protests continue in Tadzhikistan as party holds crisis meeting

Moslem riots force out Communist chiefs

By Mark Nicholson in Moscow

THE three top state and Communist Party officials in the Soviet republic of Tadzhikistan tendered their resignations after mass protests yesterday in Dushanbe, the scene of bloody rioting since Monday.

The resignations of the chairman of the city's Communist Party, the chairman of the prae-sidium of the republic's parliament and Tadzhikistan's prime minister must be approved by the local party central committee, which called an emergency session last night.

Tass, the Soviet news agency, said clashes continued yesterday in the Tadzhikistan capital, but there were no reports of shooting or further deaths in the city, where the Interior Ministry says 17 have

died in riots since Monday. The Moscow media have put the toll at 37.

Several thousand demonstrators had called for the resignations earlier in the day in a tense stand-off outside the Dushanbe party headquarters, which was ringed by tanks and troops.

The crowds later dispersed after appeals for calm from leaders of an unofficial committee formed during protests earlier in the week.

Tass quoted the committee's leader, Mr Buri Karimov, as saying the republic's leaders had proven incapable of solving the region's grave economic problems. "People must wait years for good housing and unemployment, especially among young people, is on the

rise," he said. He criticised the use of nationalist slogans in the demonstrations, which were sparked by rumours of Armenian refugees jumping the city's long housing queues, and said bloodshed in the city had been caused by gangs of young extremists. "The administrative-bureaucratic system is our sole enemy," he told Tass.

The committee's demands, which were also being considered by the party last night, include the ending of the state of emergency declared on Monday night, a package of measures to counter unemployment and a ban on the sale of pork - which Moslems do not eat. Tadzhikistan is predominantly Moslem.

Local journalists reached

from Moscow yesterday said that self-defence committees of residents had managed to restore peace to large parts of the city. However, Tass said that armed gangs were still roaming the streets, smashing up vehicles and setting fire to houses and shops.

The fall of the Tadzhikistan state and party leadership has followed a wave of resignations of Communist Party chiefs across the Soviet Union in the face of popular discontent.

The list was joined yesterday by the regional party leader of Voroshilovgrad in the Ukraine. Mr I.A. Lyatshov, who also resigned his post. But regional party leaders in Donetsk yesterday decided to keep their posts despite a popular campaign for their removal.

Soviet journalists reached



Soviet troops confronting crowds of protesters yesterday in the Tadzhikistan capital, Dushanbe

Polish reforms get off to good beginning

By Stephen Fidler, Euromarkets Correspondent

POLAND'S six-week old economic stabilisation programme appears to have begun well, according to Sir William Kyrie, head of the International Finance Corporation, the World Bank's private sector development arm.

However, Sir William, in London yesterday after arriving from Poland, said that inflation in January appeared to have run at about 30 per cent compared with the expected 40-50 per cent.

It had been fuelled by the removal of most subsidies and by many companies putting up prices more than expected, but there seemed to be evidence that it had since stabilised.

In addition, industrial production had fallen off more than the Government expected, he said.

On the positive side, the exchange rate had held without any government intervention, partly because people had converted their dollar savings into zlotys.

The \$1bn stabilisation fund established by western governments to support the exchange rate was intact, he said. Nominal wages had hardly moved

and political support for the Government, insofar as it could be judged, appeared strong.

Sir William said that the necessary structural change of the economy could take years. The IFC aimed to help with privatisations - laws are going through Parliament, which would put ownership of state concerns in the hands of the Ministry of Finance - and with medium and small enterprises. It was helping to establish an advisory service for new businesses, and participated in crucial reforms of the banking system.

It has put in place a DM50m credit line for the Export Development Bank in Poland, and it is also involved in discussions with four European banks - from France, Germany, Austria and Italy - about establishing a new consortium bank in Warsaw.

He said the IFC was studying participation in a number of joint ventures, including a shipyard venture with Kvaerner of Norway, a pulp and paper venture with a Swedish company, and a big car investment project.

EC to finance inner city development schemes

By Hazel Duffy in London

POOR NEIGHBOURHOODS in London and Marseilles will receive Ecu9.1m (£7.46m) from the European Commission's regional fund over the next two years.

The money - Ecu5.1m for London, Ecu4m for Marseilles - will be used to finance selected schemes aimed at addressing some of the problems of economic decline and environmental decay in Europe's inner cities. The Commission will pay half of the cost, the other half from public and private sources.

Neither city qualifies for regional aid under the Commission's rules. But Mr Bruce Millan, regional policy Commissioner, will be using part of the fund set aside for special projects. Social Fund money to help with training costs might be made available to the urban areas.

London and Marseilles were selected for the pilot scheme because they have some of the

most acute problems. Authorities from other cities have submitted proposals to Brussels, which is considering extending the pilot scheme.

The Commission will be supporting small-scale projects in urban areas which have been selected for their potential application to other cities. They include plans to bring employment and training to people living on housing estates in London, and help towards financing an arts technical centre and computerised graphics unit in the Kings Cross area of London.

In Marseilles, the focus will be on projects in three housing estates on the periphery of the city, and two projects in deprived areas close to the centre. Ground floor flats with security problems, for instance, will be changed into workshop units. Another scheme uses music and culture to promote economic development.

Soviet bloc races towards multi-party democracy

Our Foreign Staff reviews the parties and the issues in the many elections due in the next few months

THE Soviet Communist Party's surrender of its monopoly on power last week was the most important move yet in the progress towards multi-party democracy in the Soviet empire.

Here, in chronological order, is the timetable for elections this year in some of the Soviet republics and the eastern bloc.

Local elections are being held across the Soviet Union over the next few months with thousands of candidates contesting seats for both republics and city and regional soviets (councils).

Most attention will be concentrated on those in the Baltic states and Moldavia, where there is widespread agitation for unification with the republic's kinfolk in post-revolution Romania.

SOVIET UNION:

Lithuania - The Communist Party, which has declared its independence from the Communist Party of the Soviet Union (CPSU), is contesting elections on February 24 to the republic's supreme soviet (parliament) along with the Sajudis, the Lithuanian Social Democratic Party, and the Lithuania Freedom League, the Christian Democrats and the Greens. All but the Communist Party rump will campaign for independence from Moscow.

Moldavia - The Communist Party and the Moldavian Popular Front will contest the elections on February 25.

Ukraine - The Ukraine, the granary of the Soviet Union and biggest non-Russian republic, votes for its supreme soviet on March 4 amid growing nationalist sentiment. The leading contenders are the Ukrainian Communist Party and RUKH, the national front.

Latvia and Estonia - These two Baltic states go to the polls on March 18 with the Latvian Communist Party, the Latvian Popular Front, the Greens among the rumblers in Latvia, and the Communist Party, the Popular Front and the Estonian National Independence Party in Estonia.

In Latvia yesterday the republic's Supreme Soviet voted overwhelmingly in favour of working toward independence, a campaign promise already made by the other parties.

Leading Communists in Estonia have called for a free Estonia within a common European home.

Georgia - A strong, fierce nationalism has been reawakened by the massacre in Tbilisi last April of Georgians by Soviet troops. The Georgian Communist Party is up against several nationalist groups competing for power on March 25.

EASTERN EUROPE

Germany - The 12-million-strong electorate will vote on March 18. There will be a proportional voting system, probably with no 5 per cent "cut off" clause, ensuring a proliferation



of parties in the Volksschamber. The Christian Democratic Union (CDU), one of the four former "block parties" which ruled in a nominal coalition with the SED. To improve its credibility, the CDU has teamed up with two newly-formed conservative groupings, the German Social Union (DSU) and Democratic Awakening (DA) to establish an election alliance being backed by West Germany's ruling Christian Democratic Union.

• The Social Democratic Party (SPD), reformed at the end of last year and affiliated with the West German SPD, and now strongly tipped to become the largest grouping in

left, the most important of which are New Forum, Democracy Now, and the Greens.

• A liberal alliance, established by the Liberal Democratic Party (LDP), another of the four former "block" parties, the newly formed East German Free Democratic Party (FDP) and the German Forum party. This alliance is being supported by the West German Free Democrats.

• The Democratic Peasant's Party (LDPP) and National Democratic Party (NDPD), the other two "block" parties.

Hungary - Parliamentary elections on March 25. The main parties include the Socialist Party (former Hungarian Democratic Forum), the Hungarian Democratic Forum, Alliance of Free Democrats, the Smallholders, the Social Democratic Party, the Hungarian Socialist Workers' Party, Communist and the Fidesz Independent Youth Movement.

About 7.7m out of a population of 10.6m are expected to vote on the major issues of the economy, the environment, housing, unemployment and a complete end to Communist influence.

Nationalism, particularly the future status of the ethnic Hungarian minority in neighbouring Romania and to a lesser extent in Czechoslovakia, will also be part of the election campaign.

Yugoslavia - Free elections will also take place in April (the dates have yet to be set) in

the republics of Slovenia and Croatia. The Communists have adopted a more reformist line in recent months, but it is expected that the opposition will do well in reducing the power of the party.

The outcome of these elections will provide a useful barometer for other elections which are likely to be held in the rest of the republics later this year.

Poland - Local government elections are to be held sometime in April. Solidarity-dominated civic committees, new political parties ranging from the left-wing PPS to right-wing groupings like the Christian National Union and the post-Communist Social Democrats, and the Peasant parties, will be running.

The poll will be the first test of the Government's popularity since the introduction of Draconian austerity measures on January 1. About 27m out of a population of almost 40m will be eligible to vote.

Romania - Parties contesting elections to a parliament on May 20 include the Salvation Front (the first political grouping to emerge after the revolution and made up of many former Communist Party members), the National Liberal Party and Social Democrats.

Twenty-four other small parties will also be in the race. Almost 16m out of the total population of 23m may be eligible to vote. Personalities

and recriminations are likely to predominate over political issues and ideas.

Czechoslovakia - Parliamentary elections on June 8. The Communists, the Civic Forum (Czech) and Public Against Violence (Slovak) are the main parties competing against new emerging parties such as the Social Democrats and parties formerly associated with the Communists like the Socialist Free Democrats.

Bulgaria - Parliamentary elections at the end of May (a date has yet to be announced) will be contested by the Communists, the Agrarian Party, the Union of Democratic Forces and a number of other groups covering 12 independent opposition movements ranging from Podkrepa, a free trade union group, to Eco-Glasnost, the ecology movement and one of the oldest of the independent parties.

The size of the electorate is estimated at more than 6.7m out of a total population of 8m. The main issues are the environment, separation of party and state and human rights.

The fate of the ethnic Turkish minority looks more than likely to become a significant issue during the course of the campaign.

Romanian army split threatens ruling Front

By Judy Dempsey in Vienna

ROMANIA'S increasingly fragile Government yesterday faced a potential threat to its power from a group of young military officers who are refusing to leave government headquarters until their demands are met.

The demands include the dismissal of General Stefan Militaru, the Defence Minister, and Mr Mihai Ghizac, the Interior Minister. Gen Militaru was called out of retirement by the National Salvation Front, which was catapulted into power during the December revolution which overthrew the Ceausescu regime.

The officers say they will have no confidence in their generals, of whom 12 were brought out of retirement by the Front, until the full truth is told about the army's precise role during the revolution.

In particular, they accuse Mr Ghizac of shooting at demonstrators in Timisoara on December 17. They say they have a video recording which shows that Mr Ghizac ordered the army to shoot the people.

"Nobody is going to say to people: 'First you have to work harder, and then you will get poorer,'" he said.

Mr Barca, Foreign Trade Minister and one of the few government members to have remained a Communist, also confirmed by Mr Andrei Barca, Foreign Trade Minister and one of the few government members to have remained a Communist.

Mr Barca said yesterday there was general understanding in the government on the overall objectives of policy, but much less agreement on what practical steps should be taken to realise them.

Mr Barca, who does not intend to stand as a candidate at next June's elections, also said the government should be doing more to prepare the country to accept that necessary economic reform

would involve hardship.

Economically, there were strong arguments for starting to make painful adjustments now, he said. However, politicians were reluctant to do so for fear of jeopardising their chances at the election.

"We shall not be trying for an economic earthquake and seeing if we survive," he said. "We should continue in a civilised manner. Development should take the form of a well prepared process which we can influence."

The existence of differences within the government on the pace of economic reform was

also confirmed by Mr Andrei Barca, Foreign Trade Minister and one of the few government members to have remained a Communist.

He rejected any suggestion that the government could simply unleash market forces and let things take their course. It was not feasible simply to base policy on textbook Friedmanite economic doctrine.

"We shall not be trying for an economic earthquake and seeing if we survive," he said. "We should continue in a civilised manner. Development should take the form of a well prepared process which we can influence."

The introduction of the temporary scheme in Leningrad since January already seems to have had some effect. Queues at the shop have shrunk and more goods have become consistently available.

The question is how soon it will be before Moscow is forced to follow suit. An estimated 2m people a day arrive from other parts of the country to stock up on goods, adding to the capital's strained resources.

The shifting of accounts was prompted by rumours that only sums of 5,000 East German Marks would be exchanged into D-Marks on a one-to-one basis, with sums above this to be subject to a less favourable rate.

Portuguese prices leap

By Patrick Blum in Lisbon

WORRIED East German savers were yesterday urged to trust their new Government and not be panicked into withdrawing their money before currency union with West Germany.

Reports of the run on savings came as Mr Helmut Kohl, West German Chancellor, said German unity was closer than ever and that East Germany's next Government would seek unification as quickly as possible.

Addressing parliament, Mr Kohl defended his plan for rapid monetary union and tried to assure East Germans they would not be left behind or robbed of their savings.

However, Mr Meyer made clear at the government press conference in East Berlin that East Germany would not be rushed into union. The issues and problems of a currency union still had to be thoroughly studied.

The split in the army will not be easy to heal.

If Mr Roman were to suspend the generals, he could face retributions and a possible backlash by the old guard, who so far have remained protected by the Front and are adept at obstructing any reforms which upset the status quo.

But keeping them in power is likely further to alienate the impatient and disillusioned younger officers who, like the students, feel that the Revolution has been betrayed.

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But keeping them in power is likely further to alienate the impatient and disillusioned younger officers who, like the students, feel that the Revolution has been betrayed.

Mr Rinaldi will be succeeded by Mr Andrea Monti, hitherto editor of *Fortune Italia*.

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Shevardnadze urges start on Europe summit

By Peter Riddell, US Editor, in Ottawa

WORK should begin immediately on preparing a 35-nation summit to provide guarantees that a united Germany would not threaten its neighbours and to codify the principle of free elections throughout Europe, Mr Eduard Shevardnadze, Soviet Foreign Minister, said yesterday.

In testimony to Canadian MPs in Ottawa, Mr Shevardnadze accepted the movement towards reunification, welcomed the creation of a single German currency, but warned of the dangers of a revival of nazism.

He announced that the Soviet Union was ready to start talks on withdrawal of its forces from Poland, if the Warsaw Government wanted this (it said this week it wanted a reduction, rather than a total withdrawal). This is in addition to decisions already taken in Moscow to withdraw forces from Czechoslovakia and Hungary. But a Soviet contingent will be maintained in East Germany, he said.

Mr Shevardnadze charmed the Canadian parliamentarians with his wit and frankness, notably over the internal problems of the Soviet Union. He said: "Today our country is indeed sick," though he claimed that recuperation had begun.

He reflected Soviet sensitivity to Western "triumphalism" and to suggestions that Moscow had made concessions over troop numbers in Europe, which he called common sense.

He warned that those who gloated over Soviet problems preferred "self-deception and self-adulation". During his 40-minute statement, Mr Shevardnadze focused on Germany, raising

Barco calls for unity against drug trade

By Sarita Kendall in Cartagena

PRESIDENT Virgilio Barco of Colombia welcomed the presidents of Bolivia, Peru, and the US to the Cartagena drug war summit yesterday with a strong speech re-affirming the need for a united front in the fight against cocaine trafficking. He said that every day it was more obvious that the battle was a global one.

While acknowledging the right of the two German states to self-determination, he said that their neighbours "are indisputably entitled to have guarantees that a United Germany will not be a threat to them, that it will not seek to revise the European borders, and that it will not see a rebirth of nazism and fascism."

In particular, Mr Shevardnadze said the German question should be one of the main items on the agenda of the agreed summit later this year of the 35 nations in the Conference on Security and Co-operation in Europe. This includes NATO, the Warsaw Pact, and 12 neutral countries.

Preparations, he said, should start without delay, with a meeting of experts as early as next month, to be followed by a meeting of foreign ministers.

From Germany, he suggested that the summit should discuss a political declaration on the principle of free elections - an idea put forward last week by Mr James Baker, US Secretary of State.

In addition, Mr Shevardnadze said the leaders should not only sign the agreements on conventional arms and confidence-building measures but also discuss further steps in European disarmament and security.

He sought to enlist Canadian help in pressuring the US over tighter controls on nuclear tests, and in pressing for the inclusion of naval forces within arms control talks (now strongly resisted by the US).

Daimler-Benz takes over Mexican lorry maker

By Richard Johns in Mexico City

DAIMLER-BENZ has taken majority control of Fábrica Autotransportes Mexicana (FAMSA), the Mexican lorry manufacturer, having raised its stake from 49 per cent to 80 per cent.

It has bought - over the past year and without publicity - shares from Grupo Barnes, the conglomerate built up by Mr Carlos Hank González, Agriculture Minister since early this year and a former Tourism Minister.

Mr Ernesto Warnholz, a member of FAMSA's executive committee, confirmed here that acquisition of the shares by the West German motor company but said the amount paid to Barnes was secret.

Daimler-Benz is planning a significant expansion of its activities here, with the production of new commercial vehicle lines at FAMSA's plant at Toluca, 36 miles from here.

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1. Name and address of the firms (full particulars).
2. Business Profile and Financial Status duly certified by the bankers.

Offers should be sent so as to reach by **25th February 1990** to the Commercial Counsellor, Trade Division, High Commission for Pakistan, 40 Lowndes Square, London SW1X 9JN.

AMERICAN NEWS

Argentina announces privatisation timetable

By Gary Mead in Buenos Aires

THE Argentine government has announced a detailed chronology of its plans to sell various state-owned transport, communications and energy companies.

The programme, under the supervision of Mr José Roberto Droni, Public Works Minister, is being undertaken to stop the source of much of Argentina's chronic fiscal deficit problems. Annual losses of the companies to be sold run at the equivalent of \$3.5bn, subsidised by the Treasury.

The telecommunications company ENTEL is now due to enter private own-

ership by October 8 - five months later than the date originally forecast by the government.

ENTEL will be split into two regions (north and south); a "pre-qualifying" round of interested bidders will be held between March 21 and June 11, when the successful will present their offers. The date for signature of the final contract is August 6.

Encotel, the postal system, will have a new operational model defined for it by March 15, to eliminate its regular deficits. The national airline, Aerolineas Argentinas, is open to offers

from April 16, with final adjudication on June 28.

The most attractive railway line, which carries most of Argentina's grain exports, between Rosario and Bahia Blanca, is to have its "pre-qualifying" round on June 28.

Sixteen ships of the shipping line EMLA are open to offer as of March 15. Seventy-seven local companies have permission to bid to take over management of, and receive a right to levy tolls on, 6,000 miles of roads.

In the energy sector, the state-owned oil company Yacimientos Petrolíferos

YPF) is due for initial adjudication of privatisation of its sales and distribution sections by June 3. Total deregulation is planned by January 1 1991.

The announcement is regarded here as a government bid to reiterate its determination to realise the sale programme, first outlined last August.

However, three crucial factors alarm potential buyers - a failure so far to define who will shoulder the companies' huge debts, lack of consensus on their base prices, and rising trade union opposition to the programme itself.

War echoes fade as enemies turn to trade

Andrew Marshall and Gary Mead assess prospects for UK-Argentine commerce

THE restoration of diplomatic relations between the UK and Argentina, which was expected last night, would remove the last impediment to British exporters and investors seeking access to a traditional market in Latin America.

Despite the easing of political problems, though, re-entry to the market would not be easy and the weakness of the Argentine economy would continue to limit commerce.

The summit was designed to emphasise multi-government co-operation and overall strategy against trafficking, but some specific agreements on trade, crop substitution and chemicals were expected. President Jaime Paz de Bolivia is pressing for massive international support to supersede what followed the accession of President Carlos Menem. Since August 3, British exporters have been free to sell their products directly to Argentina, rather than resort to triangulation.

Some restrictions remain on the British side also - on the export of aircraft and helicopter engines and engine parts to Argentina, for instance. But such curbs apply to UK trade

with many countries.

Even so, diplomatic ties mean the return of embassies' support services. Consular representation already exists as a result of meetings last year in New York. The full restoration of diplomatic relations is to allow dialogue at an official level between both sides, improving communication and trade.

Several large concerns, including ICL, have maintained subsidiaries and affiliates in Argentina despite the break in diplomatic relations. But it may be some time before there are signs of UK exports recovering from the £13m of 1989 to the £161m of 1981, the year before the Falklands war. Even then, the UK had an import share of only 3.4 per cent. Since 1981, markets have been lost to foreign companies or to import-substituting local entities.

Argentina exports to the UK have recovered more rapidly, as the British import ban was lifted in 1985. They stood at £137m in 1981, the year before the Falklands war. Even then, the UK had an import share of only 3.4 per cent. Since 1981, markets have been lost to foreign companies or to import-substituting local entities.

preparations, nearly all beef.

The UK Department of Trade and Industry is encouraging exports across the product range. Machinery has formed the largest part of current exports. But there are also opportunities in organic chemicals, office machinery, and iron and steel, which make up the bulk of existing exports. "We are re-establishing an old and friendly export market, and there is a great deal of interest in a traditional market in Latin America," says Mr Tabbush.

Britain's Export Credit Guarantee Department provides short-term export cover, on an irrevocable letter of credit basis.

Mr Michael Valdez Scott of the Latin America Trade Advisory Group said this year that the lifting of sanctions could create opportunities for exporters in such sectors as instrumentation, chemicals, industrial plant and health care. Mr Valdez Scott led a trade mission to Argentina at the end of last year, which included 54 British companies with an interest in expanded trade or investment.

man of the British chapter of the Argentinian-British Joint Committee for Trade and Investment. But, he adds, "a lot depends on the economic circumstances in Argentina."

Mr Tabbush pinpoints two areas for investment. First, some privatised state entities are attractive opportunities, in particular the more internationally oriented such as the telephone company and the airline. Second, new projects can be profitable where they have a strong export potential and so are aside from the domestic economy's woes. The foreign investment structure is very liberal, he says, and does not discriminate between foreign and domestic capital, allowing permitting both 100 per cent ownership in nearly all sectors.

The Argentinians are keen to seek private investment from the UK and Europe, and they also hope for a co-operation agreement with the European Community to facilitate links. But, Mr Tabbush admits, "it's difficult to persuade people to invest in a country with galloping inflation."

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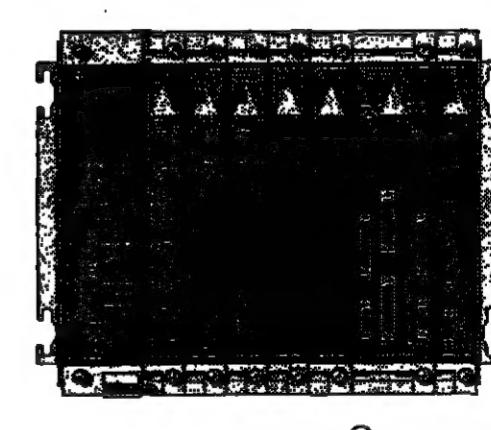
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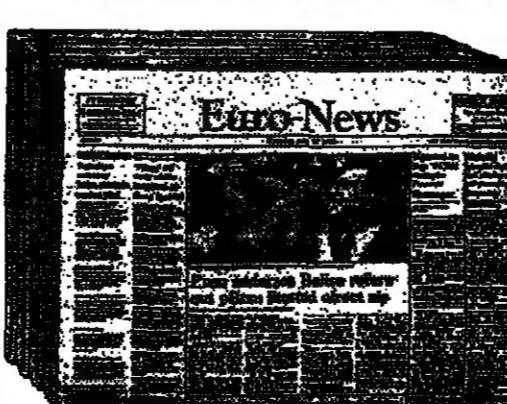
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OVERSEAS NEWS

Mandela reiterates nationalisation policy

By Patti Waldmeir in Soweto

MR Nelson Mandela, the released leader of the African National Congress, yesterday defended the ANC's policy of nationalisation in comments which may further unsettle South African financial markets.

Speaking in the garden of his Soweto home to a group of local and foreign journalists, Mr Mandela also explained comments made in an earlier BBC interview in which he said the ANC military wing reserved the right to target government installations.

"What I said yesterday was merely to restate the established policy of the ANC," he said. "I was not talking about what is going to happen tomorrow or in the future."

The ANC was not prepared to suspend violence now, he said. However, he failed to clarify the conditions under which such a suspension could be expected in future.

MORE than 10,000 white South Africans gathered last night in Pretoria's City Hall in the biggest display yet of opposition to the Government's recent political reforms, Patti Waldmeir writes from Pretoria.

The rally, organised by the ultra-right

youths who acted as bodyguards to Mrs Winnie Mandela, the ANC leader's wife – say they discovered a "hit list" in Mrs Mandela's home when they searched it to investigate

the murder of a teenage activist, had been postponed until May. No reason was given.

In yesterday's comments to journalists, Mr Mandela reacted to concern in the South

African business community over his repeated statements of support for nationalisation.

These have provoked sharp

reactions in Johannesburg financial markets since he was released from prison last Sunday.

Nationalisation, Mr Mandela said, was "part of the history

of this country." Afrikaner Governments had used nationalised industry to boost the economic power of whites in the past.

"But now that the challenge from blacks seems to be so strong... the whites are saying 'let's privatise' because they want to keep wealth to themselves," Mr Mandela argued.

"We can't take advantage of privatisation. You can," he added.

Yesterday, Mr. Mandela emphasised the ANC's willingness to compromise on what he called "fundamental issues" once negotiations with Pretoria begin, adding that he was convinced the two sides could remove remaining obstacles to talks.



Jesse Jackson (second left), the US human rights leader, and his wife, Jacqueline (right), meet Nelson and Winnie Mandela in Soweto yesterday morning

Cheney cash plea to S Korea

By John Riddick in Seoul

MR Richard Cheney, the US Defence Secretary, yesterday called for a substantial increase in South Korea's contribution to the cost of stationing US forces on the Korean peninsula, but said that any troop withdrawals would be on a gradual and limited basis.

Mr Cheney said that details had still to be worked out but US officials indicated that Washington was seeking a doubling in South Korea's contribution from about \$300m to about \$600m. An estimated 5,000 non-combat troops are expected to be withdrawn from South Korea out of a total of 43,000.

The cut includes 2,000 to be withdrawn under the recently announced closure of three US air bases.

Mr Cheney's statement followed talks with Mr Lee Fang Hoon, the South Korean Minister of Defence. The talks are the first part of a regional tour in which Mr Cheney is seeking ways to cut US defence expenditure as part of US budget negotiations. Mr Cheney will also visit Japan and the Philippines.

Despite the call for an increased Seoul contribution, he emphasised the US commitment to the defence of South Korea.

He said that the threat from the north was unchanged and US troops would stay in South Korea.



Defence Secretary Cheney introduces President Roh Tae-woo to the US delegation before talks about US troops in South Korea

Korea "as long as the threat remained and/or the South Korean people want them here".

Mr Lee said that he accepted in principle the idea of a gradual cutback of non-combat troops and said that South Korea was willing to consider increasing the budget within the limits of its ability.

However, he said that South Korea's low per capita GNP – in comparison with Japan and West Germany – should be taken into consideration before any increase.

HK legislators upset by China-UK accord

By Michael Murray in Hong Kong

HONG KONG legislators have reacted with dismay to the deal on the pace of development of democracy in the colony agreed between Britain and China.

They said that it failed to reflect the wishes of the people of Hong Kong and made a mockery of the Basic Law consultation process under which several years were spent gathering views locally.

Mr Martin Lee, outspoken lawyer and legislative council member condemned what he described as a secret deal on Hong Kong's future between Britain and China as a shameful act of surrender.

Mr Lee who was expelled from the Basic Law Drafting Committee last October because of his outspoken criticism of the Peking regime in the wake of the crushing of China's pro-democracy movement asked: "Why has Britain decided upon a policy of

apartheid when people in Hong Kong have so clearly stated that only by sticking to the joint declaration and establishing democracy before 1997 could Britain halt the emigration and confidence crises here?"

Mr Jimmy McGregor, a member of Hong Kong's Legislative Council said, though he welcomed the difficulties the UK faced in dealing with China, given the current mood of the Peking leadership he was none the less disappointed that Britain had disregarded the views of the people of Hong Kong. "I find it hard to believe that Britain has not been able to stand firm," he said.

Sir David Wilson, Hong Kong's Governor said that, although Britain and China were involved in discussions to reach agreement on a political structure, it was up to the drafting committee to vote on the final blueprint.

China amends Basic Law to curb 'subversion'

By John Elliott in Peking

CHINA yesterday underlined its determination to stamp out political dissent in Hong Kong when it pushed through amendments in the territory's proposed Basic Law which will outlaw subversion and curb political links with foreign pressure groups.

An attack on Britain's proposed passports and right of abode package for Hong Kong people was also included among other amendments approved during the final plenary sessions of the Peking-dominated drafting committee of the law, which will form Hong Kong's mini-constitution after China regains sovereignty in 1997.

Provisions confirmed yesterday specifically prevent people entitled to a foreign right of abode from holding a series of top legislative and executive posts after the handover. This could undermine the effectiveness of the scheme to persuade key people to stay on.

The provisions on subversion and political links are two of a series of controversial clauses whose importance has

been eclipsed by the main debate on the introduction of democracy in Hong Kong.

Drafters yesterday approved the democracy model negotiated this week by Britain and China, which provides for only 20 seats to be directly elected in the 60-seat legislature.

The anti-subversion reference has been added to a clause which bans acts of treason, secession and sedition.

Subversion was mentioned in the original April 1988 draft of the law but was dropped in the February 1989 second draft in response to Hong Kong protests.

Following Hong Kong's massive support for last June's Tiananmen Square student movement, it has been reinserted and enlarged with the ban on foreign political links.

Other clauses which have not been debated in detail this week because of the preoccupation with the development of democracy include the independence and jurisdiction of Hong Kong courts and the freedom of the post-1997 legislature to change economic and taxation policy.

The reduced trade deficit is the result of both accelerating

Foreign investment in property up

By Chris Sherwell

NEWLY-CALCULATED figures by Australia's Bureau of Statistics have confirmed anecdotal evidence of an escalating surge of foreign investment in Australian residential property.

The figures, released this week, estimate such investment has risen from A\$626m (\$275m) in the year to June 1987 to A\$2.25bn in 1987-88 and A\$5.1bn in 1988-89.

By September 1989 the figure had risen further to some A\$6.5bn.

The trend will sustain a simmering controversy within Australia, where popular attitudes tend to be against foreign investment generally and against non-residents' purchases of residential property in particular.

The bureau made its calculation because a growth in real estate approvals by the Foreign Investment Review Board and "increasing speculation in some sections of the Australian community" suggested investment in real estate was increasing.

In addition, the size of the so-called balancing item in the country's balance of payments was growing strongly.

This suggested that unidentified capital inflows had arisen from such investment, it said.

According to the bureau, its previous statistics only captured foreign investment in Australian real estate which had been conducted through corporations already operating in the country.

Easing of monetary policy adds to poll fever in Australia

By Chris Sherwell in Sydney

A SECOND easing of monetary policy in a month and continued disarray within the opposition have heightened expectations of an imminent call for a general election in Australia.

Mr Bob Hawke, the Prime Minister, was last night considering his options. A go-ahead today would mean an election on March 24, but an alternative under consideration is said to be April 7. The last possible date is May 12.

Mr Hawke will be seeking a record fourth successive victory for his Labor party over the opposition Liberal and National party coalition led by Mr Andrew Peacock.

Speculation about an election has risen to fever pitch over the past 48 hours following Mr Peacock's sacking of a senior shadow minister, Mr Austin Lewis, and publication of an opinion poll showing his personal approval rating had slumped to 16 per cent.

Mr Lewis, deputy opposition leader in the Senate, an upper house, was sacked for outspoken remarks criticising the opposition's presentation of policy and forecasting that Mr Peacock would not survive another election loss.

The opinion poll showed Mr Peacock had been overtaken by Mr John Howard, the man he overthrew last year in an internal coup, and was languishing far behind Mr Hawke. The poll reflected negative perceptions about the opposition's recent

India's trade deficit down sharply

By David Housego in New Delhi

INDIA recorded a sharply improved trade performance during the first nine months of the current financial year (April-December), with the deficit declining by 16 per cent to Rs16.1bn (\$1.9bn).

The improvement suggests that the managed depreciation of the rupee is having an effect and it is likely to diminish somewhat the pressures for further import curbs in advance of the Budget.

The reduced trade deficit is

in part due to a fall in capital goods imports which are suffering from their high cost.

It also seems to reflect the deceleration in industrial growth during the April-November period.

There are signs that there has been a pickup in industrial activity since November, with government economists forecasting that industrial growth could end the year at 6 per cent – substantially lower than in 1988-89, but better than previously forecast.

Chiang dynasty may try for comeback in Taiwan

By Peter Wickenden in Taipei

A LAST-DITCH attempt by Taiwan's Old Guard mainland Chinese elite to put a member of the Chiang family in power needed for nomination to run for President.

The group announced on Tuesday that it plans to nominate Gen Chiang as presidential candidate, and Mr Lin Yang Kang, the Taiwan-born head of the judiciary, to run for the vice-presidency.

Opposition fears that the Chiang dynasty might be revived were increased when Gen Chiang said in a television interview on Wednesday that he would run for office if nominated.

Meanwhile, the opposition Democratic Progressive Party has put up its own candidates for the presidency and vice-presidency even though they have no hope of getting 100 endorsements.

India leaves Airbus jets flying

THE INDIAN Government and French investigators on Thursday ruled out grounding A320 Airbus aircraft before they have discovered why one of them, only two months old, crashed killing 90 people, Reuters reports from Bangalore.

Six French experts and two from the company that made the A320's engines joined Indian investigators in Bangalore, southern India, to examine the wreckage of the Indian Airlines aircraft which came down just short of the city's airport on Wednesday.

Jean-Paul Villeneuve, the French government's accident investigation bureau, told Reuters: "We are looking at every

thing. I'm here to take preventative security measures to avoid another accident."

Asked if he would advise makers Airbus Industrie to recall A320s, he said: "It'll depend on the evidence gathered here."

Airbus Industrie, which has so far supplied 15 A320s to the domestic carrier Indian Airlines, is based in Toulouse, France. The Airbus consortium comprises France's Aerospatiale, West Germany's Messerschmitt-Bölkow-Blohm, British Aerospace and CASA of Spain. The engines are built by International Aero Engines, a multi-national consortium.

Campaign staff of the LDP candidate, Mr Hideo Usui, catching the attention of Tokyo commuters during yesterday's rush hour

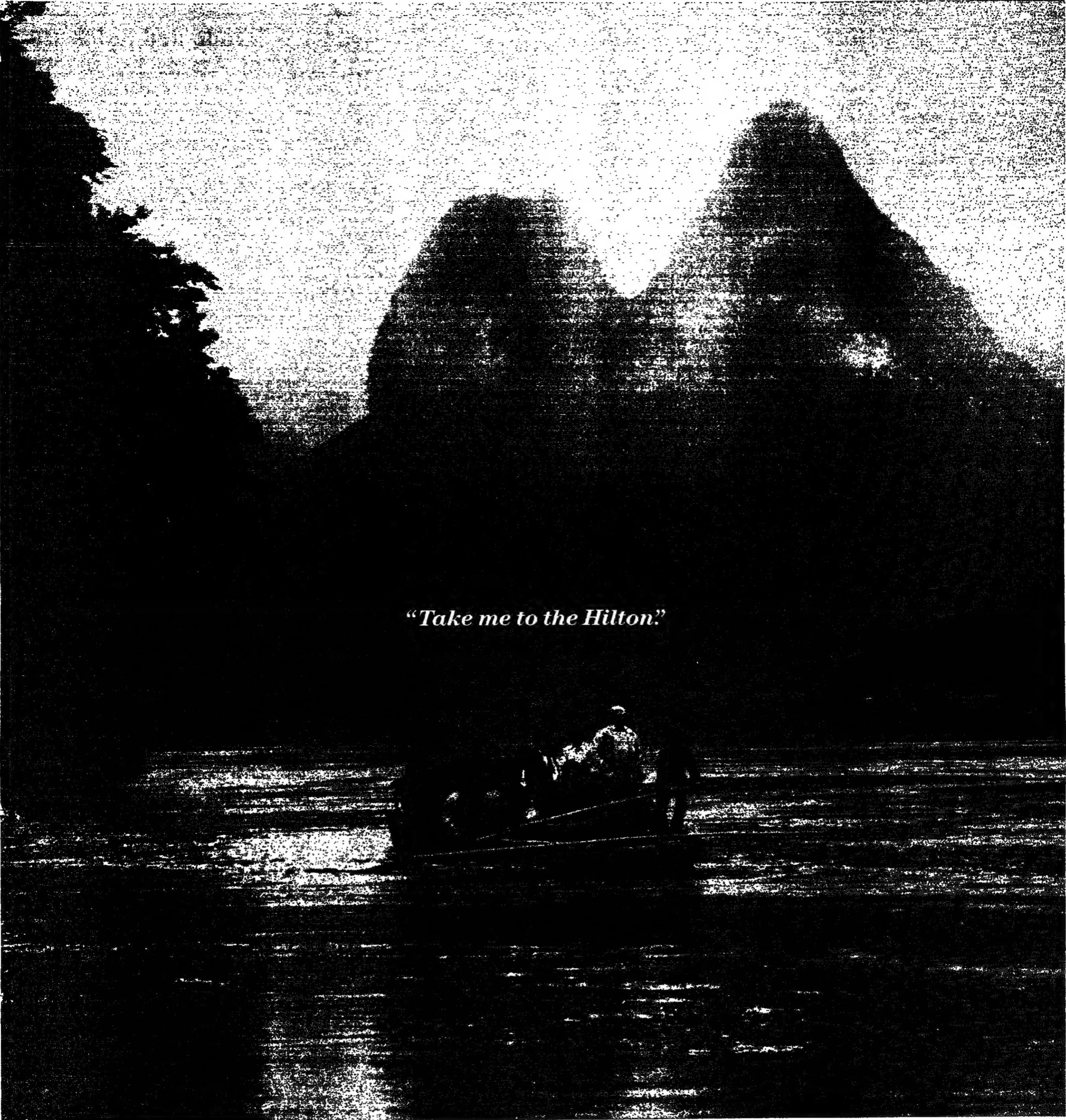
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WORLD TRADE NEWS

US supercomputer export controls move leads to row

By Louise Kehoe in San Francisco

US GOVERNMENT proposals to liberalise export controls on supercomputers could increase restrictions on exports of a wide range of US-made computer equipment including desktop workstations and even computer chips, according to US computer industry executives.

At public hearings conducted by the US Commerce Department this week computer executives criticized the proposed rules.

At issue, they said, was the US Commerce Department's definition of the term "supercomputer". While this is widely understood to apply to the multi-million dollar high performance computers built by Cray Research and a few Japanese computer manufacturers, the proposed regulation uses only the speed of a computer to determine whether it should be covered by the stringent export rules on supercomputers.

The proposal defines super-

computers as any machine with a speed of more than 100 Megaflops (million floating point instructions per second). All computers above that speed would require special export licences.

Computers with a performance level of either over 300 Megaflops or over 150 Megaflops, depending upon which country they are exported to, would also require special safeguards to ensure that the equipment is not re-exported to a forbidden destination.

The problem is that rapid advances in technology have produced microprocessor chips with speeds above the supercomputer limits. Similarly, some desktop workstations, mini-supercomputers and other categories of high performance computers are likely to be caught in the net.

Most current models of supercomputers have speeds well beyond 300 Megaflops, with some reaching beyond one Gigaflop.

Japan to investigate bid rigging at US air base

By Robert Thomson in Tokyo

JAPAN'S Fair Trade Commission has begun searching the offices of Japanese electronics and construction companies following claims in the US Congress that Japanese companies have colluded to rig bids for a US telecommunications project.

Officials at the commission say that NEC Information Technology, a subsidiary of NEC, the technology company, won a large portion of contracts worth Y2bn (\$1.4m) a year to supply and repair telecommunications equipment for a US air base at Yokota, near Tokyo. An NEC spokesman said that investigations would prove its innocence.

US trade officials have condemned the use of "dangerous collusion among companies in determining bid levels and even contract winners. They say it limits opportunities for

foreign companies in Japan, particularly in the construction market.

The problem was highlighted by a previous investigation into bid-rigging at US bases in Japan, resulting in about 100 Japanese companies agreeing to pay compensation totalling Y4.7bn after admitting to playing varying roles in fixing 178 contracts over three years.

A commission spokesman said that the searches followed a preliminary decision that the Yokota case is worth an investigation, which is likely to take between three and six months.

Six companies, including NEC Information Technology, have confirmed that their offices have been searched.

The commission has been under pressure from the US to increase pressure on bid-rigging and toughen its approach to breaches of anti-monopoly laws.

Aérospatiale in Far East helicopter deal

By Paul Bettis,
Aerospace Correspondent,
in Singapore

AEROSPATIALE, the French state-owned aerospace group, signed an agreement yesterday to develop — with the China National Aero Technology Import and Export Corporation (Catic) and Singapore Aerospace — a single-engined, light, multi-purpose helicopter.

Development of the new four-to-five-seat helicopter, called Pi20L, is expected to cost about FF11bn (\$100m). The first flight is scheduled for 1993 and commercialisation for 1996.

Aérospatiale will assemble the new helicopter in France and have a 54 per cent work share in the programme. Catic will have a 30 per cent share and Singapore Aerospace 16 per cent.

Mr Jean-François Bigay, head of Aérospatiale's helicopter division, said the joint venture would enable China and Singapore "join the club of helicopter-makers."

The helicopter is designed as a successor to the Gazelle and Lama marques, and a complement to the Ecureuil. The three partners aim to sell 1,500 to 2,000 new Pi20Ls over 10 years period on the civilian and military markets.

According to Mr Rex Palmer, chairman of Thomas Miller P & I, the increased losses are spread across the board: injury or death of crew members or passengers, loss or damage to cargo, damage to fixed and floating objects such as bridges and docks. As with Lloyd's policies, liability is unlimited except for oil pollution where it has traditionally been capped at \$400m.

Some of these increased claims were expected and stem from the upswing in the shipping cycle but over the last year the P & I clubs have begun to suspect that losses have reached a new plateau from which they are unlikely to decline. As Mr Stephen James, senior underwriter and deputy chairman of the UK P & I points out, courts — and not just in the US — have become more generous.

The system, designed to find targets for artillery and rockets, had been meant to enter service in the early 1990s, but it is expected to be another six years before development is completed.

Long in the tooth and high on insurance claims

The ageing of the world's shipping fleet is forcing up premiums, reports Patrick Cockburn

INCREASING losses to the world merchant fleet since the shipping depression ended in 1987 is forcing Protection & Indemnity Clubs, the shipowners' mutuals which provide liability insurance, to raise rates by 50 per cent and is driving smaller clubs into mergers with larger ones.

At first sight the reasons behind the increase in claims look simple enough. During the prolonged slump in shipping in the mid-eighties ships were often laid up or poorly maintained. Shipowners saved money at sea by ordering their captains to steam slowly. In port they economised on training for crews.

Most important, few new ships were ordered and as a result the average age of ships rapidly increased. In the ten years to 1988 the percentage of vessels under ten years old has dropped from 62 to 36 per cent. By 1992 40 per cent of the world fleet then trading will be over 15 years old.

With greater use of ships losses have inevitably risen. For instance the UK P & I Club, managed by Thomas Miller & Co and much the largest of the clubs, providing liability cover for a quarter of the world's fleet, saw its claims rise from an average of about \$170m a year before 1987 to \$230m a year since.

The result is likely to be a shake out in the number of clubs doing business. As from February 20 one small club, the Sunderland, with only 2.8m tonnes gross tonnage, will be absorbed into the UK P & I Club.

A further consequence for the clubs may be further down the road. They are not the only insurers providing cover to world shipping and commercial marine underwriters are also being hit by higher claims and low premiums. The Institute of London Underwriters, which groups 118 companies providing marine and aviation insurance, says that in 1989 gross claims exceeded premiums by \$200m.

The big difference between commercial insurers and the P & I Clubs is that the shipowners who belong to the latter are their own underwriters. They are therefore in a position to do what marine syndicates at Lloyd's would like to do but have failed to in the 1988/90 renewals season, which is to raise rates.

As a result, for the first time, some shipowners will be paying more for their P & I liability than they will for their hull insurance. For some underwriters this is clearly tempting, particularly if they can steer clear of the problem areas such as tankers or ferries.

Other underwriters feel that they already participate in club business through reinsurance and do not possess the specialist staff necessary to process complicated claims. They may also feel that, with fundamental changes taking place in the legal and political climate affecting liability awards, this is not the moment to take their first steps in an increasingly risky business.

Hong Kong shipping fleet among top five in world

Hong Kong's merchant shipping fleet grew by 6.7m deadweight tonnes last year to \$4.5m dwt, a 9 per cent share of world tonnage, making the colony one of the top five shipping nations, owning 1,150 ocean-going vessels, writes Michael Murray in Hong Kong.

Most Hong Kong-owned vessels are registered under flags of convenience, and the threat of US sanctions against Panama before last year's invasion led to 46 of the 356 Hong Kong-owned

tonnes gross tonnage, will, in effect, be absorbed into the UK P & I Club.

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Panamanian-registered ships being reregistered. Two of the beneficiaries of the change were Venezuela and the Marshall Islands.

Some 135 ships were listed on Hong Kong's registry, part of the British register, at the end of this year. Hong Kong is to have its own register.

Mr Michael Farlie, director of the Hong Kong Shipowners Association, forecast that more locally-owned ships would move to Hong Kong registration with the removal of restrictive regulations.

Trade and aid fears at Asean/EC meeting

By Lim Siong Hoon in Kuching

said. "And Asean is one of the world's most competitive markets." For proof, Mr Maes points to the growing trade balance in Asean's favour since 1986.

Asean's possible economic counterweight to a changing Europe is the new Asia-Pacific Economic Co-operation (Apec) which groups 12 countries the Asean six, Japan, Australia, South Korea, the US, Canada and New Zealand. It was founded in Canberra at the end of last year. Yesterday Asean reaffirmed support for Apec's goals which include an open multilateral trading system.

Mr Maes said the the EC endorsed multilateralism and is watching Apec's progress carefully. Just as Asean fears the single market could be protectionist, some countries fear Apec could easily turn into a protectionist trading bloc.

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Comecon nations 'free to join other economic groups'

By Christopher Bobinski in Warsaw

THE SOVIET Union appears loathe to deprive Comecon of the right to make agreements with other groupings like the EC. This emerged at a recent meeting of a committee set up to propose reforms of the Soviet-dominated trading group.

At the Moscow meeting the committee elected Mr Erno Kemenesi, the Hungarian planning minister as its chairman. A move seen as a victory for Comecon's market-oriented members. The reformers also managed to establish that the committee should be independent of the Comecon bureaucracy in Moscow.

Hungary and Czechoslovakia also backed the Polish stance that Comecon should no longer automatically grant preferential terms to Third World members such as Cuba, Mongolia and Vietnam, a position the Soviet Union continues to favour, but that aid should be dispensed on a bilateral basis.

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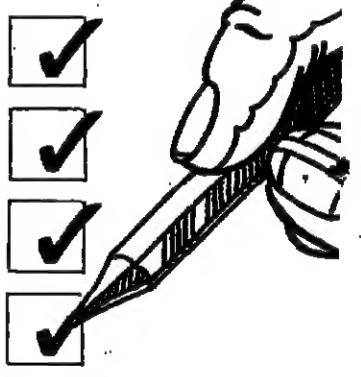
A move seen as a victory for Comecon's market-oriented members. The reformers also managed to establish that the committee should be independent of the Comecon bureaucracy in Moscow.

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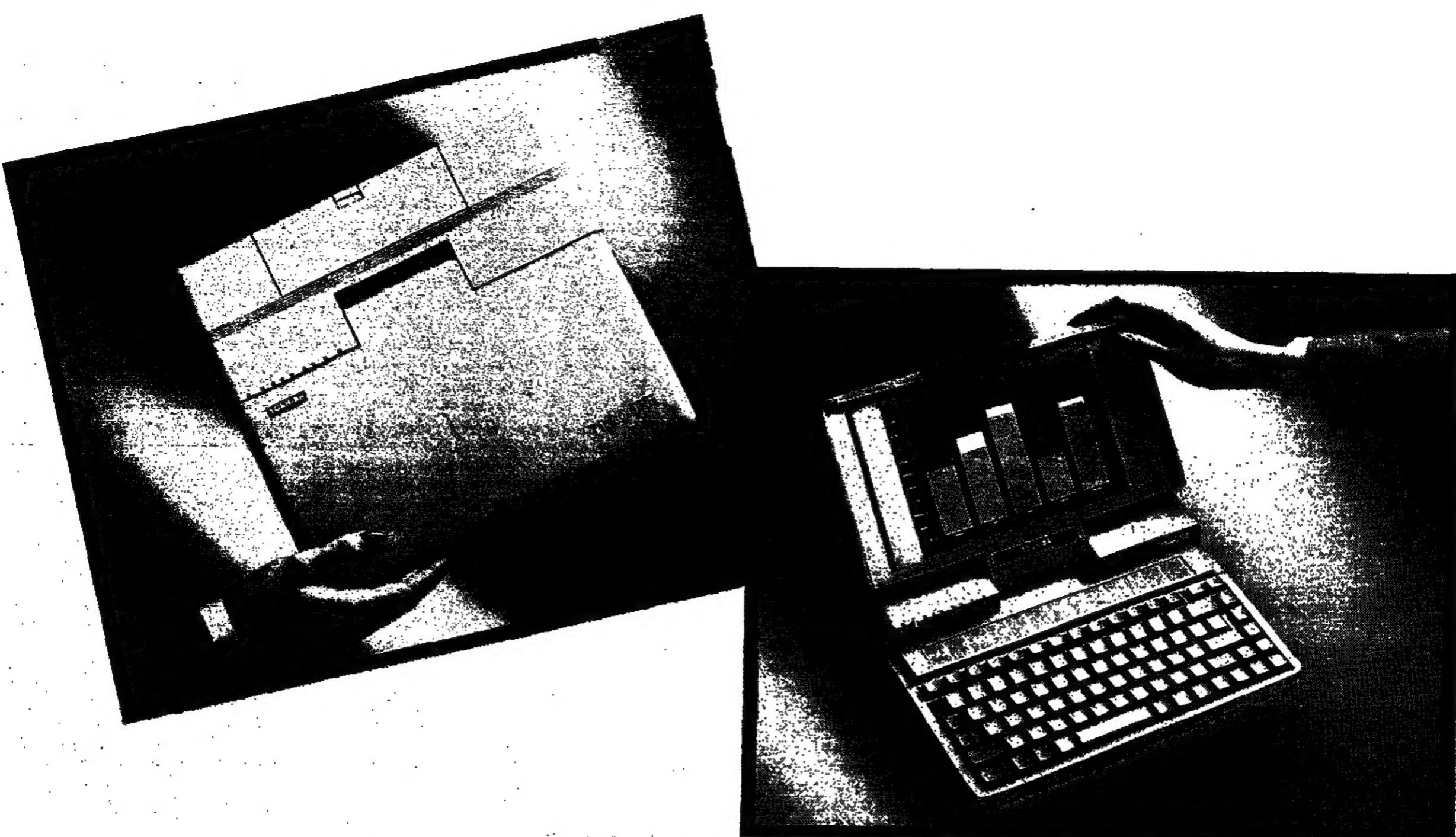
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TOSHIBA

New measures at airports aim to placate customers

By Jimmy Burns

BAA, the privatised British Airports Authority, yesterday announced plans to introduce a new package of measures aimed at placating airlines, hoteliers and passengers who have over the last year complained, mainly about the high rents and fees.

The authority, which owns and operates London's main hubs Heathrow and Gatwick and several regional airports, said the package will include a commitment "to allow airlines to make certain specialist developments".

Foreign carriers with routes into Heathrow have complained in the past at the high landing fees commanded by the airport, the world's busiest in terms of international flights.

With the aim of improving customer service and quality, BAA is also promising to extend the introduction of high street brand names at airport shops while maintaining substantial minimum discounts on

liquor and tobacco goods.

Following the announcement, the Office of Fair Trading said it would not be asking the Monopolies and Mergers Commission to carry out an enquiry into the possible abuse by BAA of its monopoly position.

Sir Gordon Borrie, the Director General of Fair Trading, said he welcomed the company's assurances as a "step in the right direction" which would avoid the need for an immediate enquiry.

He pointed out however that under the terms of the Airports Act 1986, a review by the MMC of BAA's operations would be carried out towards the end of the year.

BAA's shares closed yesterday up 12p at 386p. This was in contrast to last May when news that the Office of Fair Trading was investigating the BAA led to a fall in the company's shares.

BAA said last night that it was making "continuous

efforts to give good value and good service" to the 70m passengers that pass through its seven airports per annum.

It also gave an undertaking that Car park charges will not rise by more than the inflation rate for a two year period commencing on April 1 1990, and that there be an increase in the number of competing outlets in catering, banking and retailing.

The Board of Airlines Representatives and the Association of Heathrow Hoteliers said, however, there was no room for complacency and that they would continue to keep a watchful eye on BAA's pricing policy over the next few months.

Most of the complaints from the OFT have been from bus companies which are charged for journeys to and from airports.

The BAA has in recent weeks modified its original proposals for bus and coach charges.

NEWS IN BRIEF

BSB forced to stagger satellite TV launch

BRITISH Satellite Broadcasting executives decided on a two step launch for the five channel satellite television venture because of initial shortage of receiving equipment.

The satellite consortium will launch its programme service on March 25 but aimed initially only at cable television networks. This means that BSB will, to begin with, only be available in the 80,000 or so homes subscribing to modern multi-channel cable networks. The main national launch of the £1.3bn venture will come on April 29.

Food plan rejected

The Government rejected a proposal to force caterers, premises, butchers and meat processors and food preparers using certain higher risk methods to be licensed before they open for business.

The Government believed instead that most of the food businesses in question should only have to register with a local authority before they open for business, allowing early inspection by environmental health officers.

Britons die in crash

A British businessman and his wife were among 93 passengers who died when an Indian Airlines Airbus crashed in southern India.

Mr Michael Bell, 55, a director of Coats Viyella, the biggest textile group in Europe, was flying with his wife Jennifer, 53, on business from Bombay to Bangalore.

BAe suspensions

British Aerospace (BAe), the aircraft manufacturer, yesterday suspended 300 employees after they refused to cross picket lines and work at its Preston plant.

The suspensions bring to 835 the number of BAe workers at two nearby plants who have been laid off for refusing to work normally done by the plant's striking workers.

Mortgage pledge

Barclays, the largest of the Big Four clearing banks, yesterday pledged that it would hold down its mortgage interest rate until May 1.

Barclays will only put up its standard mortgage interest rate - currently 14.75 per cent - before then if the Government raises banks' base rate.

Pollution control

The operations of the free market rather than tougher regulations must have an increasing role to play in the Government's policy to reduce environmental pollution, said Mr Chris Patten, the Environment Secretary.

Heal's closures

Storehouse, Sir Terence Conran's BHS, Mothercare and Habitat retail group, is closing four of its six Heal's furniture and furnishing stores. The closures will affect the jobs of 90 people, but the group said it would try to redeploy them elsewhere.

Divided over football

Football supporters are sharply divided on the issue of all-seater stadiums, according to a report commissioned by the Football League. The survey showed that 47 per cent of supporters favour the idea, while 44 per cent are against.

Nation of readers

No less than 78 per cent of the British population say they have bought a book in the past 12 months and only one family in ten has less than 10 books in the house, according to a survey. The average book ownership for all homes is 200.

Gestetner buys part of Nashua for £90m

By Andrew Bolger in London

GESTETNER Holdings, the UK office equipment group, said yesterday it would pay \$20.6m (£15.2m) for the non-US operations of Nashua's Office Systems Business, which also supplies photocopiers and facsimile machines.

Nashua, a US company based in New Hampshire, is an international distributor of office equipment and supplies, with subsidiaries in 14 countries and agents in a further 26. Almost 70 per cent of the OSB sales are in Europe.

Gestetner and Nashua's OSB both put their own label on copiers and facsimile machines made by other manufacturers. Together they will control almost a third of this private label copier sector, which accounts for about a third of the European copier market.

The deal will be partly funded by a \$25.3m rights issue, on the basis of one 1980 share for every two existing shares. Gestetner will assume \$21m of OSB debt. Its shares closed down 4p at 20sp.

AFP, the UK-registered Australian investment company, took management control of Gestetner in 1986 when it bought a 14 per cent stake in

the company and subscribed "nil paid" for \$115.5m of convertible loan stock.

AFP will provide \$42.5m towards the Nashua acquisition. It will pay up, on completion of the agreement, its remaining holding of convertible unsecured loan stock and take up its entitlement to the rights issue. The net effect of the deal will give AFP a 49 per cent stake in the enlarged Gestetner group.

Gestetner said that although OSB as a whole experienced more difficult trading conditions in 1988, particular problems were experienced in the Netherlands, where management had been changed. The Dutch subsidiary was now trading profitably.

Based in part on its discussions with the Nashua management, Gestetner believed that OSB could achieve a material improvement in profitability in 1990 as compared with 1989.

Nashua has given warranties that OSB made pre-tax profits before net interest of not less than \$13.1m on sales of \$400m in 1989 and had net assets of \$122.2m on December 31.

Lex 18

Bank releases figures after Australian sale

By David Barchard

YORKSHIRE BANK, the small Leeds-based banking group whose sale to National Australia Bank was completed this week, yesterday published details of its financial performance for the year ending 31 December 1989.

Pre-tax profits of £70.8m, 18 per cent up on the previous year were revealed three weeks ago when Yorkshire Bank's previous owners, National Westminster, Barclays, Lloyds, and Royal Bank of Scotland announced the sale of the bank to just under £1bn to National Australia.

A strategic review of the bank's future inside the National Australia Group is to get under way next month. Yorkshire is examining scope for co-operation with Clydesdale and Northern, the other National Australia banks in the UK.

It emerged yesterday that four foreign banks - two from Australia and two from Europe - had been in the running to buy the bank. Mr Sunderland said that Yorkshire Bank was pleased that Yorkshire Bank had been bought by an Australian group with similar banking traditions to those of the UK.

Mr Graham Sunderland, group managing director said: "The results are perhaps not our usual form but I am confident that we can continue to outperform the sector." He said the bank's results would have been about £10m higher without exceptional items including a special bonus of £7m to the staff by the outgoing shareholders and £2m in costs incurred during the raising of subordinated debt to recapitalise the bank.

"Our cost-income ratio of 57 per cent is among the best in the industry," Mr Sunderland said. However it was slightly higher than the 55.6 per cent ratio of 1988.

The bank's total assets rose from £3.18bn to £4.05bn, while lending was up from £1.884bn to £2.42. Mr Sunderland described the bank as very liquid with both sides of its balance sheet.

Charges for bad and doubtful debts were up from £15.8m to £18.2m. Mr Sunderland said that Yorkshire Bank was making fairly substantial provisions against bad debts because its provisioning levels were governed by set formulae and came into force automatically.

The banks have declined to release any more money until the construction agreement is

signed. To complicate matters further the consortium of construction contractors has started legal proceedings in France against Eurotunnel for non-payment of money owed to the contractors in February.

The contractors are objecting to management changes at Eurotunnel which would make Mr Morton chief executive as well as deputy chairman of the group. They are highly critical of Mr Morton's adversarial approach which they say has made it very difficult to devise common solutions to problems of mounting costs.

There were signs yesterday that some of the banks were becoming frustrated by the breakdown in relations between contractors and Mr Morton.

"At every step of the way,

there seem to be problems and some of us feel that the best solution would be for Morton to step down," said one bank lender yesterday. "It seems to me," said another, "that he's looking for the red card."

The construction companies insisted last month that management changes be made at Eurotunnel as a precondition to signing the new agreement.

They had hoped that the appointment of a chief executive would act as a buffer between them and Mr Morton.

They like to point out the

construction contract was

negotiated when Eurotunnel

consisted of little more than

the founding bank and con-

struction shareholders.

They say the contractors,

UK NEWS

W Germany, Sweden, Denmark, Netherlands, Norway complain about UK record

Britain to halt all North Sea dumping in five years

By John Hunt, Environment Correspondent

IT WILL BE five years before Britain will be able to phase out all industrial dumping in the North Sea, the British delegation told a meeting of officials from the 13 countries of the Oslo Commission on Dumping in London yesterday.

Five of the nine types of liquid wastes will be phased out within a year, however. Dumping of some of the others will cease in less than five years.

But Britain remains the only signatory of the North Sea Conference agreement to continue dumping. Under the agreement, implemented by the commission, dumping should have ended by the beginning of the year.

At yesterday's meeting West Germany, Sweden, Denmark, the Netherlands and Norway complained that the UK is still dumping. They objected to four

dumping licences of which one has been withdrawn. The others permit 51,000 tonnes of waste to go into the North Sea each year.

Britain argued that it is still conforming to the terms of the agreement which permit dumping where there is no practical alternative on land and the materials pose no risk to the marine environment.

But the five countries main-

tained their objections and the British officials agreed to report back to Mr John Gunner, Minister of Agriculture, who issues dumping licences.

Mr Chris Patten, the Environ-

ment Secretary, is likely to

come in for criticism when he

defends Britain's position at

the third North Sea conference in The Hague in March.

Mr Paul Horsman, Green-

peace campaigner, said last

night: "Britain was in a minority of one at yesterday's meeting. There was tremendous pressure on the UK and nobody supported its position."

In a communiqué issued after the conference Britain said it is fully committed to phasing out dumping alternative waste disposal methods. It said that all delegations expressed their appreciation of these efforts.

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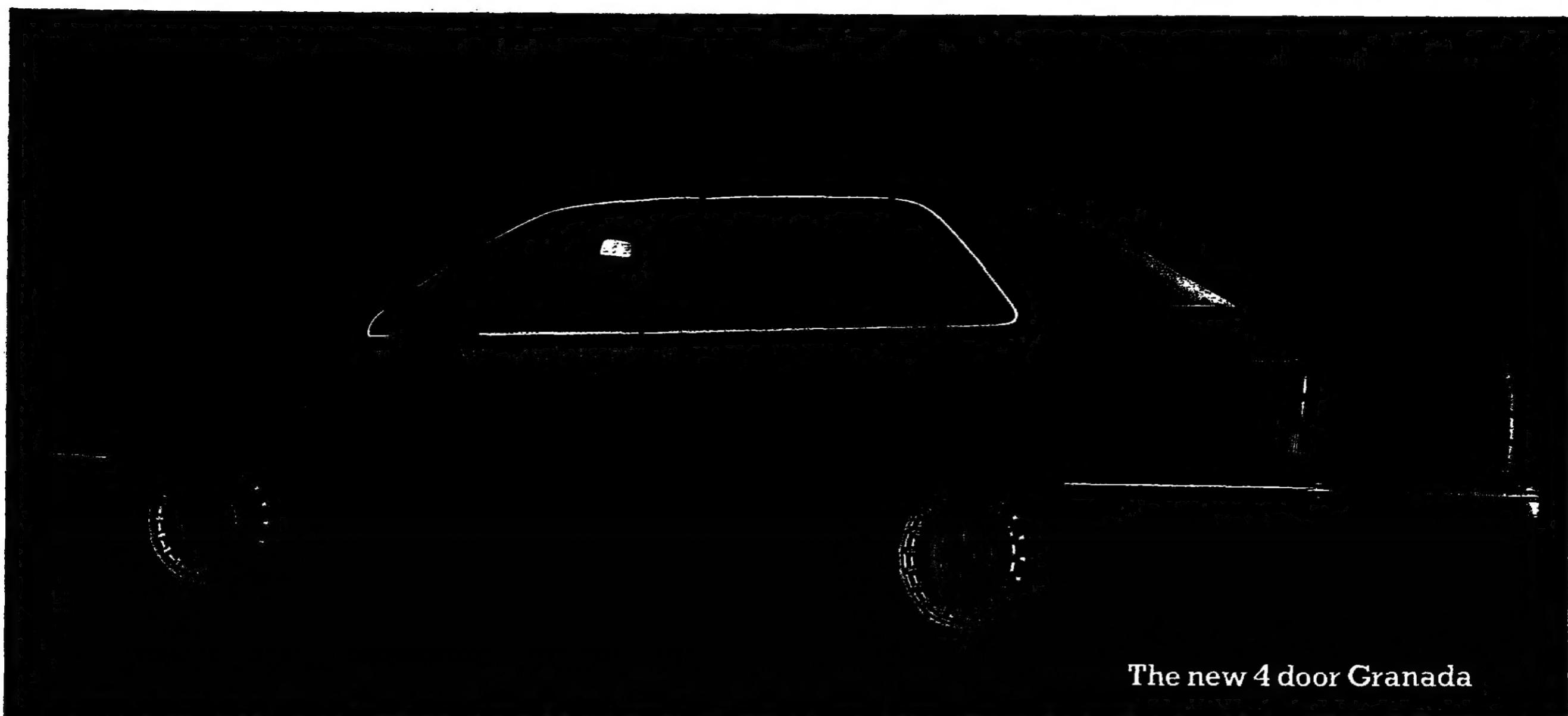
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MANAGEMENT

Coping with stress

When a Wall Street phantom stalks tropical corridors

Ivo Dawney explains how Citibank in São Paulo is promoting a policy of prevention

If your head buyer has taken to humming mantras, the systems manager is standing on his head at coffee break and junior executives have moved camp beds into their offices to save commuting time, your company may have a stress problem.

Citibank in São Paulo, Brazil, spotted something was up as far back as 1986 when it discovered that a fair proportion of its investment bank staff had taken up T'ai Chi Ch'uan - the supposedly therapeutic slow-motion martial art.

Stress, it was concluded, was not just the latest symbol of the Wall Street executive (though it has elements of that) - the phantom was now stalking executive corridors in the tropics.

It did not take long to find the causes. Usually Brazil's greatest worry is inflation, but three years ago the issue was the lack of it. The Cruzado plan - a price freeze cure-all for the disease - was falling apart and everyone but the government appeared to know it.

Waiting for the collapse - it came with a vengeance the following year - drove Brazilian investment bankers to distraction. But it was only last year that a spate of heart attacks in the trading room persuaded the bank's senior managers to take action.

An additional problem was that stress, like overworking, had also become a stigma symbol. The industry's 1980s doctrine of ostentatious 13 or 14 hour days had slipped down the wires from New York just as swiftly to Brazil as it had to Frankfurt or London.

The human resources team therefore began with an introductory seminar aimed both at outlining the sources of stress and making clear that, contrary to its popular image, it was a distinctly "uncool" state of mind. "We tried to show that while a measure of stress was normal, it was also actually a result of bad 'personal management' - poorly used energy," Nerri says.

The next stage was to get executives to identify stress sources and eliminate them. The team found that like many Latin people, staff members often had difficulty coping with disagreements or conflicts over strategy, preferring to nod agreement and avoid action. Among other factors, they taught their seminar groups - usually about 10 executives out of a total of 200 - to learn to be ready to take decisions even if they might be wrong, without mutual recrimination.

Middle managers were also seeking more participation in high-level decision making - a reflection, perhaps, of the process of democratisation occurring in the country as a whole. Senior executives accepted this, while pointing out that the process added to everyone's workload.

Another stress point lay in planning meetings, where many staff claimed that the fear of presenting an argument or proposal poorly frequently led to sleepless nights and general distraction from other pressing issues. "First, we cut down meetings altogether," Ritter says. "Then we tried to press home the need to get things into proportion - to show that people's careers were not dependent on their day-to-day showing in the conference room."

The very act of openly discussing the issue of meetings diminished the pressure, grateful executives later reported.

The final phase of the programme concentrated on practical steps. Staff were encouraged to reduce working hours and to take their full holiday entitlement. Sport, a good diet, cutting down smoking and drinking were all emphasised, but not forced. "We had talked about having a gym in the office," says Nerri, "but then we concluded that a lot of people would feel obliged to use it."

"We have tried to avoid anything that suggests we are reinforcing a patriarchal system - the emphasis is on individual action."



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Achieving total quality, London, March 14-15. Fee: £550. Details from The Conference Board Europe, Avenue Louise 207, Bte 5, B-1050 Brussels, Belgium. Tel: (32) 2 640 6240. Fax: (32) 2 640 6735.

Improving corporate performance, London, March 12-13. Fee: £515 + VAT. Details from Forum Communications, London House, 26-40 Kensington High Street, London W8 4PF. Tel 01-583 2222. Fax 01-587 4546.

Honouring the business experts: Rosabeth Moss Kanter, London, March 23. Fee: £569.75. Details from The Economist Conference Unit, 25 St James's Street, London SW1A 1HG. Tel: 01-976 6655. Fax: 01-971 0233.

Making performance appraisal work, London, April 3-4. Fee: £425 + VAT. Details from IRS Training, 4-20 Highbury Place, London N7 1GP. Tel: 01-354 3500. Fax: 01-265 8512.

The younger manager, Bromley, March 11-12. Fee: £2,900. Negotiating for managers, Bromley, Fee: £625. Details from Client Services Manager, Sunridge Park Management Centre, Bromley, Kent BR1 0RH. Tel: 01-460 3883. Fax: 01-466 1878.

Time management in context, Uxbridge, March 30. Fee: £235. Details from Miriam Dean, Programme Secretary, Management Programme, Brunel University, Uxbridge, Middlesex UB8 3PH. Tel: (0895) 56461 x 315.

Developing, implementing, and auditing quality systems, Skelmanthorpe, April 3-4. Fee: £465 + VAT. Details from the Course Secretary, McCrae Consultants, Gerrard Place, Skelmanthorpe, Lancs. Tel: 0695 31447. Fax: 0695 25867.

The European water industry, London, March 26-27. Fee: £550 + VAT. Details from the Financial Times Conference Organisation, 126 Jermyn Street, SW1Y 4UJ. Tel: 01-826 2222. Fax: 01-826 2125.

The cloud that was given a silver lining

Gary Mead looks at the way British Airways manoeuvred to reinstate flights to Argentina

visit last week of Lord King, British Airways' chairman, to Buenos Aires symbolised the changed atmosphere.

British Airways' Argentine operation is now up and running. But last week's inaugural flight would not have happened if a semi-clandestine operation had not been in existence for more than two years.

The business opportunities were worth the risk. In May 1987, Ian Gillespie was sent to Argentina with a brief to set up the British Airways establishment, to prepare both for the day when flights were restored, but also to try and conduct whatever business might be possible under such hamstrung conditions.

I was delighted. I looked on it as a great challenge and was determined - barring politics - to have BA in Argentina.

At least it would have a profitable off-line operation [selling BA tickets for other routes outside Argentina], and to be prepared for the big event of getting an aeroplane in," says Ian Gillespie.

He was helped in the process by the attitude of Aerolineas Argentinas, Argentina's national airline, which said that both airlines were losing out thanks to the machinations of politicians. "In the airline world, no matter what the political situation is, companies continue talking and collaborating with each other.

That was the case with Aerolineas and BA. We never stopped accepting each other's tickets."

Ian Gillespie forged close contacts with middle managers in Aerolineas. They immediately saw the reasoning behind British Airways' desire to develop its position in Argentina; British and Argentine businessmen continued travelling between the two countries and were doing so on other airlines. There was still a market there, but neither of us was seeing much of it."

Over the last five years an average 25,000 Argentines have travelled annually to the UK, a market worth roughly \$60m.

Between April and December

1989 British Airways carried less than 14 per cent of the potential market on the Britain-Argentina route.

A gentleman's agreement between the two companies had been reached in April 1988 - circumventing the 1982 decree - to share passengers and routes. Aerolineas flew the short leg of the Buenos Aires-Heathrow journey one day (Buenos Aires-Sao Paulo in Brazil); the passengers being picked up by BA enroute to Heathrow, and the next day British Airways would carry Argentine passengers the short leg (Heathrow-Madrid), where Aerolineas planes and crew would take over.

That understanding was fo-

ttered by BA's attempts to create some goodwill within Argentina, by sponsoring visits by Argentine sports representatives and musicians who wanted to travel to the UK. But such was the nervousness of Aerolineas's management in the face of Foreign Ministry dictates that none of the many letters Ian Gillespie sent to Aerolineas on a variety of subjects was ever officially acknowledged.

"It was a calculated risk. At any time the politicians could have intervened and stopped us, although I had been given a work permit and permanent residence status when I first came here. Although the local press occasionally made a bit

of fuss about our being here, I think it was really a question of face. We developed a business when everybody thought we couldn't. The thing was to find a way around it without upsetting the politicians, in liaison with the national carrier. Neither of them was going to turn down the opportunity of business."

BA and Aerolineas now operate two flights each a week to London. That still leaves three days without a direct service, and the previous agreement of combined flights will continue. Co-operation on triangular routing - connecting flights to and from the US or Australia for example - is also set to expand. In the financial year 1990-1991 BA is hoping for 12,000 passengers, a healthy \$9m revenue.

This could prove, perhaps, that rules are sometimes made to be bent.

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The Financial Times proposes to publish this survey on:

17th April 1990

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Arts Week

F Sa Su M Tu W Th
16 17 18 19 20 21 22

MUSIC

London

The London Philharmonic, conducted by Sergiu Băndu, Britten, Rimsky-Korsakov (Fri). Royal Festival Hall (228 8800). Academy of St Martin in the Fields, directed by Iona Brown. Mendelssohn, Beethoven. Schoenberg (Fri). Queen Elizabeth Hall (228 8800).

Peter Eötvös (piano), Scarlatti, Schubert, Debussy, Chopin. (Sun). Queen Elizabeth Hall (228 8800).

Amsterdam

Orchestra and Chorus of the Academy of Ancient Music conducted by Christopher Hogwood, with Emma Kirkby (soprano).

Anthony Rolfe Johnson (tenor) and Michael George (bass).

Haydn's Creation (Fri). Concertgebouw. (718 345).

Netherlands Chamber Orchestra with Marin de Winter (piano). Robert Been conducting. List, Debussy (Sat). Concertgebouw. (718 345).

Royal Concertgebouw Orchestra conducted by Myung-Whun Chung, with Shimon Chernyavsky (piano). Tchaikovsky, Shostakovich (Wed, Thur). Concertgebouw. (718 345).

Utrecht

Netherlands Philharmonic Orchestra with Rian de Waal (piano). Roberto Benzi conducting. Liszt, Debussy (Sat). Concertgebouw. (718 345).

Peter Eötvös (piano), Scarlatti, Schubert, Debussy, Chopin. (Sun). Queen Elizabeth Hall (228 8800).

Paris

Brigitte Engerer (piano), Mozart, Beethoven, Schumann (Mon).

Chatelet (40282828).

Orchestre Colonne conducted by Pierre Dervaux, Michel Beroff (piano). Saint-Saëns, Prokofiev, Beethoven (Mon). Salle Pleyel (49638873).

Orchestre de Paris conducted by Seiji Ozawa. Bychkov, Mstislav (Violin). Matt Haimovitz (cello).

Saint-Saëns, Brahms (Wed, Thur). Salle Pleyel (49638873).

Opera and Ballet

London

Royal Opera, Covent Garden. Don Pasquale, in the faceted and now rather elderly Jean-Pierre Fouzelle production, is reviewed with an after-the-curtain cast. For Metamorphosis, Katherine Bartis, Thomas Allen, and Paul Gimenes, conductor Bruno Campanella. Final performances of the new production of Borodin's Prince Igor by André Serban, conducted by Bernard Haitink, a special triumph for the splendid cast of Eastern European principals, notably Sergey Leiferkus in the title role, and Anna Tomowa-Swiny, Helena Zarychta, Paola Bacchus. English National Opera, Colliseum. David Pountney's polarising Traviata production continues in repertory, with Helen Field in the title role, and Alan Opie and Edmund Barham as the Germonts. Also, Berlioz's Beatrice et Béatrice produced by Tim Albery, full of ravishing music and subtle, fastidious stage pictures; and the latest return of *The Mikado*, Jonathan Miller's celebrated "white hotel" re-working, with Richard Stilgoe as Koko and a cast of ENO regulars.

Paris

The Hamburg Ballet presents John Neumeier's Peer Gynt inspired by Henrik Ibsen. Paris Opera Orchestra conducted by Eri Klas (4762871).

Amsterdam

Netherlands Opera. A new production of Mozart's Così fan tutte. Directed by Jürgen Flimm, with the Royal Concertgebouw Orchestra conducted by Nikolai Harnoncourt. Charlotte Margolin (Hindemith), Laurence Dale

Brussels

Théâtre Royal de la Monnaie. Don Pasquale, Rossini by Anton Dvorák. Turned by Puccini. L'Elisir d'Amore by Donizetti. Volksoper. Der Opernball by Heuberger. Der Bettelstudent by Karl Molloch. Così fan tutte by Mozart. My Fair Lady by Puccini. Don Giovanni by Mozart. Die Lustige Witwe by Franz Lehár.

Antwerp

Koninklijke Vlaamsche Opera. The Royal Flanders Opera in Montevideo's L'Orfeo. La Chambre Royale Orchestra and chorus conducted by Philippe Herreweghe, staged by Isabelle Poussier. (Sat, Tues, Wed, Sun).

Milan

The Hamburg Ballet presents John Neumeier's Peer Gynt inspired by Henrik Ibsen. Paris Opera Orchestra conducted by Eri Klas (4762871).

New York

Teatro dell'Opera. A new production by Francesco Zambelli designed by Luigi Marchionni of Strauss's Ariadne auf Naxos.

Turin

Teatro Regio. Sylvano Bussotti's production of Puccini's Turandot.

conducted by Yuli Almorchovitch, with Sophia Larzon, Nicola Martino and Elena Manti Nunziata (Sun, Tues and Thurs) (8818841).

Berlin

Opera. La Bohème in Goetz Friedrich's production. Kallin Esperian, Lucy Peacock, Antonio Ordóñez and Ralf Lukas. A concert version of La Sonnambula conducted by Jesus Lopez Cobos with Ida Verma, Lucia Aliberti and Francesco D'Allegro. Roland Petit's ballet Les Amazzone di Cesare rounds off the week.

Hamburg

Opera. The first Hamburg Lady Macbeth von Mzensk production will have its premiere this week, put together by a French team, with producer Juci Ljubimow, conductor Maxim Schostacovich, the composer's son, and David Borowsky (costumes and sets). The cast includes Olivia Stapp, Hubert Bischoff, David Griffith and Jan Blankfort. John Neumeier's ballet Ein Sommernachtstraum returns.

New York

Metropolitan Opera. Thomas

Fulton conducts the season premiere of Gian Carlo Menotti's production of Manon Lescaut.

Frankfurt

Opera. Pariserre is jointly choreographed by William Forsythe, Susanna Marshall and Amanda Miller, dressed to music by Bill T. Jones. The premiere of *Wolfgang* by Bryn Terfel. The rarely played *Leopoldine ou Turidule*, sung in French, has Helene Doess outstanding in the title role. Also *La Bohème*.

Venice

Teatro la Fenice. Donizetti's Don Pasquale in a co-production with the Opera de Lyon conducted by Gabriele Ferro, with Barbara Hendricks, Ezio Dara and Natale de Carolis (not Mon) (8818841).

Barcelona

Eduardo Mata conducting Bösendorfer's C-major symphony, Arturo Juniper's trumpet concerto, with Bill Campbell (trumpet) and Tchaikovsky's

String Quartet (Mon, Tues, Thurs) (317 57 57).

Florence

Bernd Glemser (piano), Schumann, Rachmaninov (Wed). Fundación Caja de Pensiones (317 57 57).

Orquesta de Cadaques con-

tinua en German. Cast includes Elizabeth Norberg-Schulz, Katerina Ikonomou and Wolfgang Fassler, conducted by Sandro Segui with Chris Merritt and Mariella Devia. The remarkable sets were designed by Giorgio de Chirico for the 1933 Maggio Musicale (Sun) 461765.

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Cologne

Opera. *Die Fledermaus* has fine

interpretations by José

Protatchia, Alfred Kunze, Teresa Ringhofer and Helmut Fabian.

Toronto

Opera. Jean-Claude Eber's curi-

ous new *Macbeth* production, superbly conducted by Giandomenico Belotti, with Sophie Moro, Lucia Aliberti and Francesco D'Allegro. Roland Petit's ballet *Les Amazzone di Cesare* rounds off the week.

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Opera. *Der Rosenkavalier* brings

Judith Weir, Barbara Bonney, Helmut Berger-Tuma and Susan Queijano together. *Sinfonia* stars Brigitte Fassbaender, Helene Jungwirth, John Broecker, James King and Ettore Cozzi. *Fidelio* brings Hildegard Behrens, Theo Adam and Stephan Wenzel together.

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Spanish painting girded with praise

Mary Rose Beaumont queues up to visit Madrid's ARCO '90 and the Prado

ARCO '90, Madrid's International contemporary Art Fair, which ran from February 8-13, is now in its ninth year. Whilst not exactly pavilionled in splendour, it should certainly be girded with praise. The Casa de Campo fairground, run by the Madrid trade fair organisation IFEMA, are rather run-of-the-mill concrete boxes, but they have the advantage of good overhead light and widely-spaced corridors between the stands - a feature which turned out to be a vital necessity at the weekend when enthusiasts queued for more than two hours, only to be turned away at the gate because of over-crowding. Would that such a phenomenon should occur in Britain.

It was an enormous fair, occupying three floors. The selectors had obviously done a good job and the quality was uniformly high. Of the 217 galleries participating, 71 were Spanish. The crowds of viewers were informed and knowledgeable, curious (wisely) to know the provenance of the ubiquitous Picasso and to be told in the background of an unknown artist. Of the living Spanish artists, Antoni Tapies deservedly had the best show, followed by Eduardo Chillida, whose monumental sculptures have been commissioned for many sites in Western Europe and the US. Of the younger artists, Jose Maria Sicilia was much in evidence and will shortly be exhibited in London by Redfern-Williams.

The 12 British galleries were on their mettle, showing blue-chip modern and contemporary artists. Several British artists, including notably but not surprisingly, Tony Cragg, Richard Long and Ian Hamilton Finlay, cropped up on non-British stands.

If the queues to get into ARCO were long, they were as nothing compared with the immense crowds which wound their way round the Prado, inching forward towards their goal, the Velasquez exhibition (until March), which has to be one of the greatest exhibitions of all time. At its previous venue, the Metropolitan Museum in New York, there were a mere 38 paintings, which one was able to view in comfort and comparative solitude. It



Portrait of Count-Duke of Olivares by Velasquez at the Prado

was, indeed, Hamlet without several princes, a situation which has been amply remedied here, where Velasquez has come home to Madrid. There are 75 paintings, mostly from the Prado's own collection, as well as the National Gallery's "Rokeby Venus," which was not sent to New York.

The last great room in the Prado is dominated by "Las Meninas," recently cleaned and now sparkling, surrounded by individual portraits of the Royal Family, their attendant courtiers,

buffoons and dwarfs, culminating in the grand equestrian portrait of the King, Philip IV, his Queen, Isabella of France, and their son, the little Prince, Baltasar Carlos, which originally hung as triptych in the Salón de Reinos in the Palacio del Buen Retiro.

Before reaching this triumphant conclusion, one has passed joyfully through rooms of portraits, mythological, religious and historical paintings, landscapes and still lives from Velasquez's early years in Seville. (Until April 1.)

The Fundación Juan March is showing over 100 paintings, pastels, water colours and drawings by Odilon Redon. The early, Corot-like paintings are undistinguished but once he has dispensed with naturalism and allowed his imagination to run free, his wild fantasies are compulsive viewing. His is a world in which centaurs and saints are on equal footing, a severed head can be that of John the Baptist or of Orpheus, and apparitions take the forms of skeletons, ghosts or mysterious mutants whose origins are beyond divination. (Until April 1.)

Man of the Moment

GLOBE THEATRE

The shapes of good and evil battling it out loom ever more clearly through the comic haze of cross-purposes, embarrassment, emotional blockages and linguistic inadequacies in which Alan Ayckbourn's characters flounder in search of themselves. At Scarborough *Man of the Moment* provided the clearest vision yet of Ayckbourn's bleak world where the bullies go to the wall and bullies are triumphant (even, as here, in death). After the statutory interval the play arrives in London, mainly recast; and, as so often, while the piece remains fascinating the production has blunted and diffused some of the impact.

Although Velasquez remained a master of black, soon after his arrival at Court he began to introduce lighter colours and the dazzling bravura brush stroke which brought silk, lace, gold and silver, flesh and hair, to vibrant life. Whether he paints a mythological or historical scene, Velasquez is always concerned to penetrate the psychology of his characters. His historical masterpiece must be "The Surrender of Breda," in which the defeated Dutch general hands over the key of the city to the victorious Spanish general, who bends magnanimously forward as if to comfort his opponent. The stiffly-upright lances of the Spanish army are contrasted with the disarrayed pikes of the Dutch army, amongst whom ranks the artist places himself as participant and onlooker. (Until March.)

All of which is eminently plausible. Breezy Vic Parks had the media expertise of a MacVicar, the geniality of a Ronald Biggs, and a smiling, mindless brutality of his own. With characteristic Ayckbourn irony, however, virtue is embodied in the amiably naif Douglas from Purley, whose attitude to envy, resentment, disappointment - "hopefully, even hatred" - murmurs the enameled telly lady eager in an amanuensis to good television. He is content, prompting a screaming outburst against "happy, contented middle-aged couples" from Samantha Bond as the TV presenter. Good and evil rear their heads again; for a terrifying moment it seems the circumstances of the original violent confrontation have conspired for another (to far less resonant effect) in Scarborough's theatre in the round.

To charges of cynicism Ayckbourn can reply with a valid argument charting the meeting, after 17 years, of the wimpish little bank clerk who "had a go" during an armed robbery, and the crook who blotted the face of a pretty girl hostage with his shotgun. One lives in luxury, in a Mediterranean villa where the action takes place, a media star; the other in suburban obscurity, his wife nervous of going out, in a dead-end job. The criminal it is who has cashed in - via Start the Week, Stop the Week, Any Questions, Did You See? and the rest. The clerk, initially stolid as a hero, has finally fled as a henchman before mercilessly

his life ruined.

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neck work overtime. To begin with he lacks pathos, with his conscious lapses into a Peter Cook funny voice. Only when he gently refuses offer of reparation from the ex-con's distressed and ashamed wife with a dignified "There's nothing you have I could possibly take" does he expand into something bigger and deeper. Meanwhile there is much comedy to treasure, notably in his revelation to the increasingly outraged television presenter of a happy life - which includes no sex for the past 15 years: "we found it over-rated, so we gave it up."

Peter Bowles was a memorable sergeant in *The Long and the Short and the Tall* in provincial rep many years ago. Since then he has been landed with smoothies of varying degrees of fatuity, so it is a welcome change for his unexploited talents to flesh out the tyrannical odiousness of Vic, the thugger beneath the affability. Simon Chandler repeats his excellent performance as personal manager, a little less languidly than before. Diane Bull, old Ayckbourn hand, turns Vic's guilt-ridden wife into a frenetic chitterupper, played more for laughs than in *Jon Strickland*. Both are one of nature's chinkless shrimp personified, the epitome of the presence - as inescapable in ill-gotten Mediterranean fleshpot as in Home Counties suburbia - of evil. As mild little Douglas puts it, "you don't always recognise it, but there's a lot of it about."

Martin Hoyle



Michael Gambon and Diane Bull

My Heart's a Suitcase

ROYAL COURT

Claire McMenamy's first play to make it to main stage production is a scarcely original parable of modern materialism, which finally and deliberately breaks its own model with an ironic refusal to conclude with any neat moral. It is set in a grand, empty seaside flat where two friends, Hannah and Chris, are spending a weekend at the carefree invitation of a wealthy ex-boyfriend of Chris's, who now patronises the restaurant where she works.

Hannah (Sylvie Testud) is a stoical and chipper ceramics teacher who carries the air of innocence with her environment and the audience. Chris (Anna Friel) is the other of whom is neurotic fantasy. McMenamy is hard on her female characters and hardest of all on Chris, giving even the charismatic Frances Barber quite a job to stand sympathetic. But this is not a play that is looking for sympathy, as Max Stafford-Clark's film-edged production makes clear.

It is not until the arrival of Hannah's husband and humorously funny Greek wife (Anna Patrick) that the framework of the comedy begins clearly to emerge, setting the relations of the two girls in a firm and orientating context. Suddenly they are confronted with apparently boundless riches and apparently unshakable complacency. The domestic loneliness that sends the unending Tunis off on her endless shopping spree drops unnoticed into the well of Chris's covetousness, just as the desolation of the failed wine merchant turned wino who arrives uninvited in the flat fails to penetrate her consciousness, other than through the disappearance of a half-full whisky bottle.

It is about the struggles of real people to come to terms with a world in which the poor woman's conscience is the rich woman's convenience. "Why did God choose you to be rich?" demands Chris at a final frenzied outburst at the injustice of it all. Far from answering her question, McMenamy rejects moral platitude with the apposite of an ironic postscript in which the home-potting Tunis, given vacant possession of the flat, burdens Chris's load-bearing martyr with her purchases. The image makes the play play.

Claire Armitstead

February 16-22

SALEROOM

A passion for travel

A bust of an Egyptian harem girl, made from parcel gilt and silvered bronze in 1866 by the French sculptor Cordier, sold for \$110,000 at Christie's yesterday to the London dealer Holdart. The price was about \$20,000 below estimate.

Cordier was caught up with the French passion for things African in the mid-19th century which led to the conquest of much of the north African coast. He travelled extensively, creating busts of the inhabitants with strict ethnographic accuracy. Jeune femme fellah en costume de harem, 78 cm high, was commissioned by the French Government, other than through the disappearance of a half-full whisky bottle.

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In Christie's South Kensington "May's Best Friends" auction of pet pictures an American paid \$22,825 for a group of Chamber spaniels painted by John Evans in the late 19th century, estimated at \$5,000.

Antony Thorncroft

y Sanz, sold for £885,000 as against a top estimate of £200,000.

Sotheby's breathed a sigh of relief after its sale of topographical art when the most expensive item, a view of Athens painted in 1828 by Richard and Harriett, most famous for his views of Cambridge, was sold privately at \$23,000. In the auction it was unsold at \$23,000, contributing much to the 23 per cent bought in from a total of \$230,600. It was bought by a Greek collector. In the auction it was unsold at \$23,000, contributing much to the 23 per cent bought in from a total of \$230,600. It was bought by a Greek collector.

In the afternoon Christie's sold Spanish paintings, one of the hottest markets at the moment. A view of the Arc de Triomphe in Paris, painted around 1800 by Ulpiano Checa

Stalldieck Gallerie im Lehmbruck-Museum. Henry Moore retrospective, 48 sculptures covering the years 1923-1983. Retrospective exhibition Some 130 works by the German surrealist artist including paintings, drawings, objects, collages. Ends March 25.

Hamburg
Kunsthalle Glaspalastwall. Ian Hamilton Finlay with works from the Royal Collection. Ten of the Scottish painter's projects including reliefs and 40 graphic works are on show until Feb 22.

Music
Städtische Galerie im Lenbachhaus. The most complete retrospective of the works of the French symbolist painter Karl Schmidt-Rottluff to date with almost 300 works from 70 private and public collections. After the Kirchner and Heckel exhibitions, this is the third significant project from one of the founding members of the Brücke group. Schmidt-Rottluff, who died in Berlin in 1976, was strongly attacked during the Nazi years.

New York
New York Public Library. More than 120 documents of the Abolition Movement, including photographs, letters and rare books, display the spirit and drive of the long effort to free the slaves. Ends Sept 15.

Washington
National Gallery. Highlighting this decade's renewed interest in printmaking in America, the exhibition is a special exhibit borrowed from the collection of Joshua P. Smith.

Chicago
Chicago Historical Society. The Land of Lincoln does its most famous citizen proud in the exhibition "A House Divided." America in the Age of Lincoln, with documents, memorabilia and personal effects of the Great Emancipator.

Tokyo
Suntory Museum. Mission to Rome. In the early 17th century a feudal lord from northern Japan despatched a delegation to the Pope asking Christian missionaries to come to Japan. This fascinating exhibition documents the failure of the delegation and the subsequent ban on Christianity that was to last over 200 years. Closed Tuesday.

Eicke Museum. Ukiyoe wood-block prints of the Meiji Era. Representative works from the late 19th century, when the woodblock print achieved its final flowering as western influence finally began to penetrate Japan's 200 century isolation. Closed Tuesday.

Japan Folk Crafts Museum. Woodblock prints by Shiko Munakata, a pioneer of the arts and crafts movement in Japan. The museum, in old farm buildings, is a treasure-house of the traditional arts. Closed Tuesday.

Japan Folk Crafts Museum. Woodblock prints by Shiko Munakata, a pioneer of the arts and crafts movement in Japan. The museum, in old farm buildings, is a treasure-house of the traditional arts. Closed Tuesday.

In Christie's South Kensington "May's Best Friends" auction of pet pictures an American paid \$22,825 for a group of Chamber spaniels painted by John Evans in the late 19th century, estimated at \$5,000.

Antony Thorncroft

London
Royal Academy. Frans Hals - the great retrospective, already shown in Washington, due to go on to Birmingham. Of the works of the master of the Dutch school, Master of the portrait, he was also forgotten for 200 years after his death in 1666, and he remains an enigma and controversial figure. The directness and vivacity of his technique, and his human immediacy bring him close to a modern sensibility, and it is no mere chance that painters from Manet and Courbet to Freud and Arsham should have responded enthusiastically to his example.

The Royal Academy, Inigo Jones, Architect - a full study and exquisite show of the intimate drawings and designs of the greatest of British architects, only excepting Sir Christopher Wren. Jones was architect to James I and Charles I, and Greenwich Hospital, St Paul's in Covent Garden and the Banqueting House in Whitehall remain to us as his masterpieces. Daily until February 25, except bank holidays.

Paris
The Louvre. The landscape in Europe from the 16th to the 18th century. The exhibition of some 150 drawings by Rubens, Brueghel, Poussin, Rembrandt and others traces the development of two different conceptions of landscape representation with the scientific treatment of perspective favoured in Italy and

Spain favoured in France. The leading strand of an exhibition beginning with ex-votos and reliquaries and culminating in a celebration of Degas, Bourdelle, Maillol and especially of Rodin with his masterly transition from realistic to abstract sculpture. Ends June 3, closed Mon. entrance Quai Anatole France

Centre Georges Pompidou. Pavel Molinovitch Kuznetsov. A major retrospective of the Russian artist, who refutes cubism and futurism as contrary to nature's

FINANCIAL TIMES

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Friday February 16 1990

Sad day for Hong Kong

THE ROUT of the British Government by the Chinese over the future of Hong Kong marks another unhappy defeat for Britain as an outgoing colonial power. The humiliation of British negotiators by Peking's tacticians on the introduction of democracy to Hong Kong is all the sadder for its predictability.

Over time, the more the British lowered their aspirations the more the Chinese rejected compromise. In the end, Britain meekly sought 20 rather than 18 directly elected seats out of 60 to the Legislative Council in 1991; the Chinese successfully insisted on 18 but magnanimously agreed to increase to 20 in 1993 and, as planned, 30 out of 60 by 2003.

The numbers are meaningless. Either the Hong Kong people should have been given the best possible shot at democracy, self-determination and party political competition – in which case the British parliament's foreign affairs committee recommendation of 50 per cent directly elected in 1991 and 100 per cent in 1995 makes sense – or Peking's totalitarian views are paramount, in which case democracy is irrelevant. Britain has increasingly bowed to the latter view, now even allowing the Chinese to abandon any target date for the introduction of full direct elections.

The message to the people of Hong Kong is depressingly clear: their best hope now against the worst vagaries of one of the world's nastiest communist autocracies is for revolutionary change within China itself before 1997. If that seems too much of a risk since the brutal massacres of demonstrators in Tiananmen Square in June, those that can will understandably seek alternatives wherever they can. The debilitating brain drain can only get worse.

Lone voice

Britain has been continuously wrong-footed on Hong Kong since 1982 when talks began about what to do when the lease on most of the territory expired in 1997. Mrs Margaret Thatcher was almost a lone voice in 1984 when she privately voiced doubts about the Sino-British joint agree-

ment. Foreign Office sinologists persuaded her, against her better judgment, that a bruising battle with Peking would be counter-productive.

Britain should have introduced a measure of democracy to the colony a long time ago. Negotiators tried and failed to incorporate 1988 as the starting date in the 1984 accord. The British insisted privately that the omission was not serious and they would reach private agreement before 1988. The Chinese balked; the British then, as now, retreated.

Last draft

The Basic Law covers Hong Kong for at least 50 years. The drafting finished today. It will be considered by the National People's Congress in Peking next month and promulgated shortly afterwards. There are no more chances to argue, improve or prevaricate.

The final version is in many ways worse than earlier drafts. China has become increasingly hardnosed since Tiananmen Square. Political freedom is now further circumscribed by a new section prohibiting foreign political organisations or groups from conducting political activity in Hong Kong, and local political organisations or groups from establishing links with foreign political organisations or groups. In short, Hong Kong people will silently do as they are told or risk the same consequences as the Tiananmen protesters.

Britain was too late in contemplating democracy, too timorous when the Chinese dragon breathed fire and too naive, always believing that the next negotiations would be better than the last. They never were. The danger now is that the Chinese, having won the prize, that by design or default the tiny but extraordinarily prosperous corner of capitalism that is Hong Kong will be subsumed into all that is stagnant in China.

It has been done before:

Shanghai stands as a shabby shadow of its former glory.

Confidence is already leaking out of Hong Kong at the rate of 1,000 skilled but despairing people a week. There will be many more. It is a sad day for Hong Kong and for Britain.

The case for a roof tax

POLL TAXES have an inglorious history. They were uniformly unpopular in medieval times and replaced everywhere by taxes linked to individuals' income, wealth or spending power. Property taxes have a much better track record. In just about every advanced democracy, they have become an important – and usually uncontroversial – source of local revenue.

Britain's Labour Party thus deserves credit for announcing that it would scrap the community charge if it won the next election.

The primary objection to the poll tax is that it is an inequitable levy which is expensive to administer. It is unfair because there is no link between tax liabilities and any measure of an individual's means. The wealthy executive living in a valuable house pays exactly the same towards the cost of local services as a primary school teacher living in cheap, rented accommodation.

The plethora of rebates at the very bottom of the income scale do not tackle this fundamental inequity: they merely showed that the tax as first conceived was unworkable.

The demands on local authorities are certain to rise in the 1990s as residents insist on higher quality schooling, community care, policing and environmental programmes.

Indeed, the fact that Mr Chris Patten, the Environment Secretary, badly underestimated the probable level of the poll tax even in thrifty Conservative boroughs shows that Whitehall is out of touch with local concerns. If councils are to serve local residents properly they need a fairer and more flexible local revenue source than the poll tax – and one that is easier to collect.

Stronger case

The case for a local property tax of some kind is greatly strengthened by broader economic considerations. The purchase of a house is easily the most important consumption (and investment) decision made by most families. It is important that this decision is taken on its own merits. Yet house purchase is already artificially encouraged by a series of fiscal privileges, such as mortgage interest relief and

David Marsh reports on the difficulties of unifying the German currencies

In the accelerating process of German unification, the D-Mark is the instrument and the prize of rapprochement – as well as one of the main potential casualties if, on the way, something goes wrong.

By pressing forward with talks with East Berlin on economic and monetary union, the Federal Republic is trying to use its financial muscle and East Germany's clout for better living standards as twin levers to prise the beleaguered eastern economy from the grip of Stalinism.

As Chancellor Helmut Kohl told the Bundestag yesterday, West Germany is carrying to the negotiating table "our strongest economic asset – the D-Mark." An upsurge of anxiety about the consequences for West German inflation and interest rates underlines, however, that the operation brings not only unique opportunities, but also unique risks.

The D-Mark is the emblem of a country which chalked up a record foreign trade surplus of DM135bn last year and holds net foreign assets of around DM500bn. Its citizens spend about DM45bn a year on foreign holidays. The currency's attraction for luxury-starved East Germans is the ultimate symbol of how, after 40 years of competition between the two Germanys, capitalism has dealt communism an overwhelming defeat.

Bringing in the D-Mark to replace the inconvertible East German Mark as legal tender, and turning East Germany rapidly towards West Germany's own model of a social market economy, are prime preconditions for full-scale political unity. Yet the 1 percentage point rise in West German bond yields since the end of last year signals how, on international capital markets at least, there are worries that the monetary stability at the root of West Germany's economic success could be eroded.

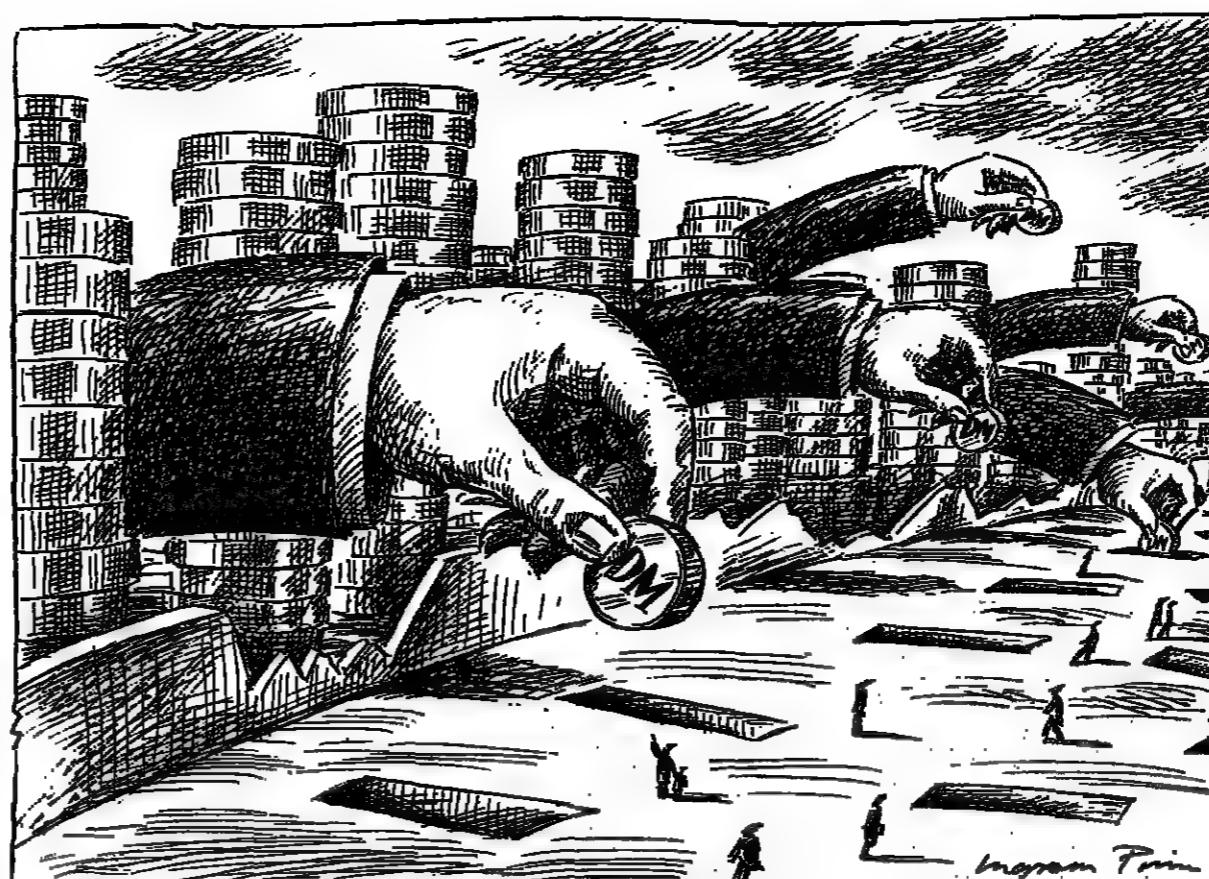
The difficulties should not be exaggerated. East Germany has roughly one-eighth of the economic size of the Federal Republic. Even after absorbing 16m people in East Germany, a united Germany would have a Gross National Product per head 3 per cent higher than in France and around 20 per cent higher than in Britain.

None the less, the challenge for both German states will be enormous. West Germany has adopted as its economic *leitmotiv* Chancellor Konrad Adenauer's 1957 election slogan of "no experiments." Now, at the most important juncture in its four-decade history, the Federal Republic has tacitly put that precept into abeyance.

"There is no time to go by the text book. They [the East Germans] want to have the D-Mark," says Mr Lutz Stavenhagen, Mr Kohl's pugnacious Minister of State in the Chancellery. Although some members of the Bonn Government believe that monetary union will not be in place until 1991, Mr Stavenhagen says that the "dramatic" danger of disintegration in East Germany makes the step necessary before the end of the year.

Mr Kohl acknowledges that both Germany are under pressure from rising flows of discontented East Germans departing for the Federal Republic – an exodus which has the capacity to destabilise both countries. The Chancellor reaffirmed in the Bundestag yesterday that "in a politically and economically normal situation," he would be progressing much more cautiously. Mr Kohl this week has somewhat dampened the euphoria after Moscow's green light to German unity at the weekend by emphasising "fears and difficulties" along the road to unification.

Showing the gap between the two sides, Mr Hans Modrow, the East German Prime Minister, expressed disappointment on Wednesday – after two days of talks in Bonn – that the Federal Republic had failed to see the merit of his request for a DM10bn



The D-Mark crosses the Wall

15bn "solidarity" payment to shore up East Germany's economy.

The two sides have agreed to set up a commission – which will start work next week – to explore ways of implementing full monetary union. Mr Kohl is hoping that the new democratically-chosen government in East Berlin after elections on March 18 will respond more positively than Mr Modrow's interim Communist administration.

Scepticism however has come not just from East Berlin. Mr Karl Otto Pöhl, the president of the Bundesbank, last week described the government's "cryptic" proposals as "unprecedented" and said that West Germany was entering "new territory." These remarks were erased

last week, that the D-Mark would remain "a strong currency."

Mr Kohl surprised not only Mr Pöhl but also Ministers within his own Government by announcing last week that he was putting monetary union on the agenda immediately. This was an abrupt turnaround from the position drawn up in a Government committee only a day earlier that monetary union would be a step-by-step approach.

Mr Kohl wanted to give a signal to boost East Germans' confidence in their own future. But the Chancellor's own officials singularly mishandled preparations for this week's meeting with Mr Modrow. Bonn's repeated statements of alarm about impending East German economic collapse have contributed to East Germans' fears of approaching chaos.

After the lack of concrete progress this week, Mr Kohl may be confronted with the worst of all worlds. By first inflating, and then dampening, East German expectations about a rapid introduction of the D-Mark, Bonn may unwittingly have helped swell the tide of émigrés. And, by stimulating nervousness in the financial community at home and abroad about West Germany's capacity to finance a speedy East German takeover, the Government may have to weather a politically and economically damaging increase in interest rates.

Bonn officials estimate that as many as 2m East Germans are sitting "with suitcases packed" ready for departure. A much higher than expected 85,000 entered West Germany since the beginning of the year. This has taken the total to 430,000 since the beginning of last year – a flow which, in some parts of the country, is starting to put intolerable strains

on social services and housing.

Illustrating fears about growing social tensions, one Bonn official says that unity will take place "either as controlled fusion, or with a blast."

Mr Theo Waigel, the Finance Minister, this week proposed a DM7bn 1990 supplementary budget, DM5.7bn of which is expenditure related to East Germany. This brings to 6 per cent – roughly double the original target – the increase in spending compared to 1989. Reflecting the booming economy – last year's growth rate of 4 per cent – that private capital rather than Government funds will make up the lion's share of the very large sums East Germany will need to rebuild infrastructure, clean up the environment and renovate the economy.

Mr Ernst-Moritz Lipp, chief economist of the Dresdner Bank, calls absurdly high some of the estimates which have been circulating on the London bond markets, suggesting a total East German financing need of DM100bn this year alone. He believes that private capital rather than Government funds will make up the lion's share of the very large sums East Germany will need to rebuild infrastructure, clean up the environment and renovate the economy.

Mr Lipp however acknowledges that, for restructuring the East German social security system, the Federal Republic will need to make transfers of payments of around DM10bn to DM15bn a year for about four or five years – to be funded out of a 1.5 per cent increase in social insurance levies in West Germany.

The key question is whether the newly-elected East German Volkssouverän will decide during the next few months on the far-reaching political step of assigning monetary policy sovereignty to the Bundesbank.

If the Bundesbank is fully in charge, East Germans can be reasonably sure of having a hard currency; but, if the economic medicine is to work, the arrival of the D-Mark will bring pain as well as benefits. The introduction of the D-Mark in western Germany in 1948 eventually triggered the economic miracle; but the number of people out of work in West Germany in 1950 was 1.9m.

Last word on "Z" and "K"

■ "Z", you may remember, was exposed by "K". Z was the pseudonym of the writer who predicted in the American journal, *Daedalus*, that President Gorbachev's attempts at reform would fail and argued that the US should not mourn his fall. K was the man who, writing from King's College, Cambridge, tipped us off about Z's identity.

As we have already written, Z is Martin Miller of the University of California. The question then became: who is K?

There has been some debate in the universities about this. We had a letter (actually signed) from St Antony's College, Oxford denouncing our claim that Z is Miller and asserting that K must be Ernest Gellner, Professor of Social Anthropology at Cambridge. Gellner belongs to King's College.

We were inclined to discount that theory: rightly, as it turned out. We also thought it most unlikely that anyone who used the pseudonym "white terror", which accompanied the arrival of Louis XVIII on the throne after Napoleon's downfall.

A proud man, David refused to go back to his home country unless formally invited by the Government. The invitation never came. On his death, the body of the French painter, whose works have just been celebrated by a huge exhibition in the Louvre, was buried at the Brussels cemetery of Saint-Josse-ten-Noode.

Hervé Brouhon, Mayor of Brussels, perhaps rashly offered last year to dig the remains and hand them back for reburial in Pere Lachaise cemetery, alongside many of France's artistic establishment.

John Louis was President Reagan's first envoy here in 1981. He and his wife had a very happy time and went down very well until he went on holiday just before the Falklands War and somehow failed to get back to base on time.

The Ambassadorship ended in 1983.

But he and his wife loved London. Shortly after they left, they bought a small mail order firm called Eximious. Although it is not yet making profits to speak of, running Eximious

OBSERVER

David stays

■ The remains of the French revolutionary painter, Jacques-Louis David, which have lain in a Brussels cemetery for the past 165 years, were due to have been buried in Paris this week as a sort of afterthought for France's bicentennial celebrations.

But there has been a hitch. David ended up in Brussels – alive – in January 1816, having been thrown out of France as a symbol of the revolution during the so-called "white terror", which accompanied the arrival of Louis XVIII on the throne after Napoleon's downfall.

A proud man, David refused to go back to his home country unless formally invited by the Government. The invitation never came. On his death, the body of the French painter, whose works have just been celebrated by a huge exhibition in the Louvre, was buried at the Brussels cemetery of Saint-Josse-ten-Noode.

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is Josephine Louis is opening a new shop. Perhaps better known in London as Mrs John J. Louis, she is the wife of a former American Ambassador to Britain.

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has become Mrs Louis's main occupation. Her husband, she says, had a job to go back to. He is part of the Johnson's Wax family and deeply involved in publishing. But she needed something to do.

Mail ordering, she explains, is a very different business in the US than it is in Britain. It goes all the way up the market and operates around the clock. She places her own mail orders around 10 o'clock on Sunday evenings when she has some free time. There is always someone there to take the call.

In the US, Eximious is based in Chicago, and is basically ordering British goods to the American market. In London, there is a shop in West Halkin Street, Belgravia; a second will open officially at 52 Jermyn Street next month. It is already functioning.

There are two key ideas: presents and monograms. Eximious is not expensive. You can buy a dozen pencils there with your name on for £6.50. The highest priced item at the American end is an English barometer for around £1,000.

The business may branch out further. Mrs Louis has been going round Italy looking for the sort of craftsmen who first put Gucci on the map.

She says there are a lot of them about. She would like to open shops in Edinburgh, Glasgow, Paris, Milan and perhaps Madrid, then have a profit-sharing scheme for her employees. What is clear at present is that she is thoroughly enjoying herself, and working very hard. She had not even heard about the Perrier scare or the parting of the Trumps.

Learning curve

■ A country reader reports that her efforts to teach her 10-year-old son to live graciously have finally borne fruit. When his uncle took him to lunch at a Mayfair hotel, he said "Please" before asking the waiter to bring chips with his smoked salmon.

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Britain is back in hung parliament land. This is not a reference to the widespread view of how best to handle members of the House of Commons after their riotous behaviour at Question Time on Tuesday, but rather to the conventional wisdom on the current balance between the parties. I still cannot find many politicians who insist that they honestly believe that Labour will win the next election. What is now becoming quite common is the proposition that the Conservatives may lose their overall majority — that is, we can half-expect to have a Parliament in which one of the two major parties will have to do a deal with the rump of the old Alliance, or a selection of Scottish, Irish or Welsh nationalists, to cobble together a government.

Before going any further, I should say that in British politics people are always predicting hung parliaments at this time in the electoral cycle. They are usually wrong. The most recent exception was the February 1974 election, in which Mr Edward Heath lost, which had been a 30-seat overall majority and the Tories found themselves with 29 seats to Labour's 301, with 37 constituency seats held by minor parties. Mr Heath failed to persuade Mr Jeremy Thorpe to ally his 14 Liberals with the Conservatives; meanwhile Labour's leader, the then Mr Harold Wilson, lay low for a week awaiting a call from the Palace. It eventually came.

The speculation about such an outcome next time also hinges on arithmetic. The Labour Party needs to win about 100 seats to gain an overall majority. Because so much of its support is piled up in safe seats in Scotland and the north of England it needs to be around five percentage points ahead of the Conservatives, in national terms, to overcome the regional imbalance. This is a task of such magnitude that it is difficult to believe that it will happen, although as we have seen in eastern Europe and southern Africa, there is no accounting for miracles these days.

The Conservatives on the other hand, would be deprived of their present overall majority if they lost only 50 or so seats — a far more believable proposition. The difference is not up to Liberal Democrats, Social Democrats, and various nationalists.

Here we may pause in the argument and consult the chart. I have selected just one set of figures to represent the trend for the Conservatives after the 1979, 1983 and 1987 elections. You will see at a glance that the Tories, for all their current depressed mood, are actually performing better today than at the same stage of the two preceding Parliaments.

The poll tax is likely to be paid for in Conservative losses at the May local council elections. The value to the Conservatives of their reputation as guarantors of a strong defence is diminishing, as perceptions of a Soviet threat recede. The Labour party's reputation as better guarantors of a proper health service, education, and higher state pensions is perhaps of greater value today. The NHS is, unjustly, seen to be under threat from the Government's plans to reform it. The decrepit state of the public sector is blamed on Tory parsimony. No pensioner will be left untouched by the current rate of inflation. Thus many Conservatives dread the forthcoming by-election in what should be the safe seat of Mid-Staffordshire. Early local polls indicate a possible Labour victory, which would be a signal achievement for the party.

The task for the Labour Party is therefore clear. It must win and retain the support of as many erstwhile Alliance voters as possible. Some Labour front-benchers are more likely than others to help the party achieve this.

One who is not consistently attractive to the centre vote is Mr Michael Meacher, whose tendency to phrase party policy on trade union legislation in a manner that made it look as unpalatable as possible caused his transfer to the job of spokesman on

POLITICS TODAY

A House hanging in the balance

By Joe Rogaly

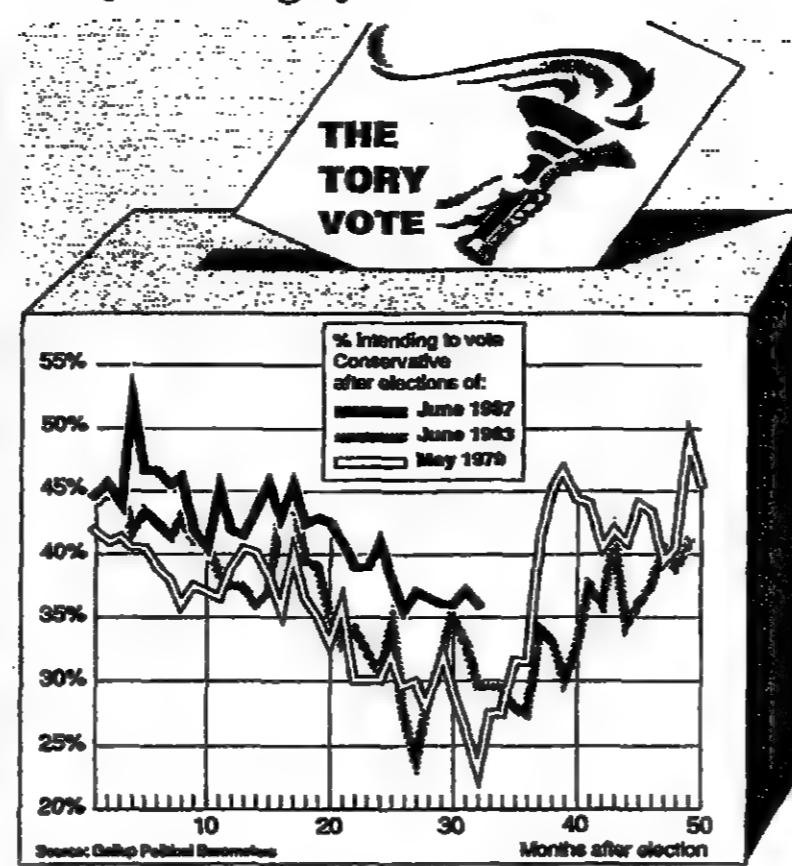
may therefore assume that the Conservative score in the polls will get even worse, following Abba National's decision to increase the rate once again. It is also reasonable to postulate that the rate will have peaked and be on its way down before the Prime Minister dares to face the electorate for what would be her fourth campaign. She has plenty of time before an election must be lawfully called: all of this year, next year and, if needs must, half of 1992.

There is one more set of figures to consider. The Labour Party is doing very much better indeed than it was at the same stage of the past two cycles. Its 4% per cent score last month compares with 24 per cent at this stage in the 1983-87 Parliament and 22% per cent at the equivalent stage before that, in December 1981. This record of successive 10-point leaps forward would be even more impressive were it not for the fact that on both the two previous occasions the Tories recovered but Labour did not improve its position. It landed up on election day about where it was at half-time.

Refer the Conservative chairman Mr Kenneth Baker, to my chart, and he is likely to reply, yes, but the political situation is different now. Of course it is. The principal difference is the much improved state of the Labour Party, which would call itself Britain's social democratic party were it not for the fact that others have anticipated the name. The point, everything seems to be going Labour's way.

The remnants of the old Liberal and Social Democratic parties, and even the Greens seem to be shrinking further. The latest poll scores of all three minor national parties taken together add up to a mere 1% or 2% of the total, that is, less than half the Alliance out-turn in May 1987. Labour is the apparent beneficiary.

The poll tax is likely to be paid for in Conservative losses at the May local council elections. The value to the Conservatives of their reputation as guarantors of a strong defence is diminishing, as perceptions of a Soviet threat recede. The Labour party's reputation as better guarantors of a proper health service, education, and higher state pensions is perhaps of greater value today. The NHS is, unjustly, seen to be under threat from the Government's plans to reform it. The decrepit state of the



schools is justly, blamed on Tory parsimony. No pensioner will be left untouched by the current rate of inflation. Thus many Conservatives dread the forthcoming by-election in what should be the safe seat of Mid-Staffordshire. Early local polls indicate a possible Labour victory, which would be a signal achievement for the party.

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One who is not consistently attractive to the centre vote is Mr Michael Meacher, whose tendency to phrase party policy on trade union legislation in a manner that made it look as unpalatable as possible caused his transfer to the job of spokesman on

social security, where he can do less damage. In the doubtful category is Mr Bryan Gould, the spokesman on the Environment. He was regarded as particularly attractive on television in 1987. Yet if you suggest to his colleagues that he is one of his political statements, Mr Gould has "a touch of the Michael Meacher" you get a rueful assent in response. Mr Gould is, however, highly intelligent. He should be able to learn.

On the scale of likely appeal as decent and trustworthy ministers, some front-benchers to watch are Mr Jack Straw, whose portfolio is education; Mr Gordon Brown, trade and industry; Mr Donald Dewar, Scotland; Mr Tony Blair, employment and, way out in front, Mr John Smith, the shadow Chancellor. I am led to believe that Mr John Cunningham will be a wily campaign co-ordinator.

Given the assumption that inflation and mortgage interest rates start falling by the year end, this marginally convincing social democratic convincing will not be enough to win 100 extra seats for Labour. The party could enhance its prospects if it appealed directly to those who left it, including the faded SDP stars. If Mr Nelson Mandela can sue for ANC peace with Chief Gatsha Buthelezi's Inkatha, when followers of both are killing each other, then Mr Neil Kinnock, the Labour leader, should be able to offer a welcome to the fallen schismatics. No deals, just a come-back call. Even in the unlikely event that this happened, the graph to watch is the one above. For the Conservatives, that heavy black line must move upwards before the year is out. If it does not, a hung Parliament will be the least of their fears.

LETTERS

The index-linking of occupational pensions

From Mr Michael Meacher MP.

Sir, I was dismayed by the comments of Mr Robin Ellison (Letters, January 27) on Labour's policy on occupational pensions and, in particular, his criticisms of the full index-linking we propose for early leavers and pensioners.

Mr Ellison is a member of the Occupational Pensions Board, which said in its recent report: "Time is running out for a structure of fully discretionary benefits". Yet, while paying lip-service to compulsory index-linking, he seeks to insert so many spoke in the wheel as to make it wholly impractical.

None of Mr Ellison's points confronts the central argument of our policy: that pensions which are not protected against inflation are bad pensions. And with moves towards earlier retirement and greater longevity their importance is becoming ever greater.

Instead he warns that the cost may be too great for schemes to bear. This rings hollow at a time when most schemes are providing index-linked increases within normal contributions.

This leads to the subsidiary argument that times may get rough and employers will be unable or unwilling — given the abuse of their goodwill — to underwrite their scheme.

Well, that figures . . .

From Ms Tonny Grey.

Sir, Your headline on the Lex column ("The right numbers from Telecom," February 9) — A nice touch as you would expect.

But are others too getting vexed at the growing substitu-

tion of "numbers" for "figures"? Are the former so superior, the latter so plain, the two terms synonymous?

Aren't you we in danger of getting our lines crossed?

Tonny Grey,

18 Arden Road, N3

no obligation to do so . . .

In one sense this is correct. Most pension schemes at that time were in deficit and employers paid money into them, following the advice of their actuaries. Employers, then as now, were rarely under any contractual obligation to continue contributing to pension schemes. I do not think, however, that we should read too much into this. In practice, most employers at that time paid as little as possible into schemes by way of normal contributions and rarely paid anything over and above such amounts.

There were a few well-publicised cases of employers actually paying in extra money. But such action almost always had much more to do with the benefit to the company rather than providing extra security for members. Employers, at least in private, openly admitted the advantages of placing corporate funds where they could get a gross return, while knowing full well that the net effect would be to reduce the contribution burden on the company in future years.

The widespread practice at that time was for funds to be financed on the "aggregate basis." At that time when funds are in deficit this is a way of putting off funding those deficits for as long as possible.

From Mr Bryn Davies.

Sir, Mr Ellison says: "... in the days of stagflation during the last Labour administration, employers pumped in sums (to occupational pension schemes) to pay for deficits when under-

there were also some funds where the only contribution the employer made was to cover the accruing interest on the liabilities, with no payments being made towards the capital cost at all.

Since then funds have moved into surplus and funding methods have changed. The aggregate method, which would put off the removal of surplus longest, has been dropped. Methods used now reveal a surplus much more quickly and employers have not been slow to take advantage of those surpluses by way of contribution holidays and refunds.

What this suggests is that the greatest protection for members will come from establishing clearly understood funding standards, so that the money is paid into schemes to pay for the benefits that members can reasonably expect. Once the money has been paid into schemes, for the benefit of employees, it should then be those employees that control that money. Otherwise, as long as security for benefits depends to any extent on future promises by the employer, members' expectations will always be at risk.

Bryn Davies,

Director and Actuary,

PRC,

40 Bowring Green Lane, EC1

not with — assessment of

parental means.

Auriol Stevens,

Director,

Universities Information Unit,

29 Tavistock Square, WC1

should be eligible for a full maintenance grant without — assessment of

parental means.

Auriol Stevens,

Director,

Universities Information Unit,

29 Tavistock Square, WC1

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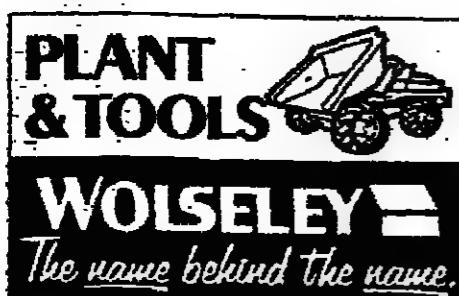
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FINANCIAL TIMES COMPANIES & MARKETS

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Friday February 16 1990



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INSIDE

Sir Peter goes out on a high note

British Petroleum's Sir Peter Walters had the satisfaction yesterday of announcing a 13.4 per cent increase in after-tax profits to £345m (\$583m) in the fourth quarter, before his retirement as chairman. The company is also raising its 1989 dividend to 14.5p, a 10 per cent increase on the previous year and the seventh consecutive annual rise. BP forecast that oil prices would reach \$25 a barrel by 1995, against a predicted average figure of \$18 a barrel this year. Page 26

It's a fight to the death

The Paris and London commodities markets are at daggers drawn. Since the latter opened its white sugar futures contract in July 1987, sugar trading in Paris has slumped, with neither doing enough volume to give the other head. In a move to restore its competitive edge, the Paris commodities market has merged with its younger sister, the Matif financial futures market. Brokers' commissions and dealing costs have also been slashed and Mr Gilbert Dureux, Matif's managing director, is warning the London Futures and Options Exchange that: "We will have to do battle until one of us yields." Page 36

Ready for lift-off



Business is booming at the Vienna Stock Exchange, where turnover reached Schfl.5bn (\$812m) last month, compared with Schfl.3bn in January 1989. For many international investors, especially the Japanese, Vienna is perceived as a potential launching pad into eastern Europe. Since January 1, share prices for construction companies Wienerberger and Porr have increased by 17 per cent on expectations that they will cash in on building contracts in eastern Europe. Page 42

Still a way to go

Arrested, the UK computer and consumer electronics group, was still not quite experiencing the sweet taste of success yesterday. It announced pre-tax profits of £30.1m (£50.7) for the half-year to December 31, sharply down on the previous year's £73.3m. However, Mr Alan Sugar, left, Amstrad's founder and chairman, said the company's inventory would be down by about one-third from its peak by the end of this month. Page 26

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Companies in this section

Chief price changes yesterday

Hanson buys 45% stake in Peabody

By Roderick Oram in New York

HANSON, the UK holding company, has paid \$504m for a 45.0 per cent stake in Peabody Holding Company, the largest US coal producer. The stake was held by Boeing, the aerospace group; Bechtel Investments, an arm of the construction engineering group; and Eastern Enterprises, a natural gas distributor.

It is also negotiating to buy the remaining 54.9 per cent from Newmont Mining, the US company in which it acquired a 49 per cent interest when it took over Consolidated Gold Fields, the UK mining concern, last year.

Newmont Mining, one of the largest US gold producers, said it was holding preliminary discussions with Hanson but was also talking to other parties. Mr James Hill, Newmont's vice president for corporate relations, said the company expected to be paid a premium for its controlling interest in Peabody.

"Peabody's coal business represents an attractive investment," said Sir Gordon White, chairman of Hanson Industries, the US arm

of Hanson. "With the new and more efficient technologies being perfected for both mining and burning coal, this is a source of energy upon which America can rely."

The purchase marks Hanson's first investment in the energy sector although it is heavily involved in other extractive industries. Asked whether Hanson would build up an energy sector through other deals, Mr Martin Taylor, Hanson's vice chairman, said: "We are concentrating on this one for now." He said the company would continue its "opportunistic" policy of assessing potential investments as they arose.

Mr Marc Cohen, coal mining analyst at Kidder Peabody, said Hanson had paid "a decent but not a great price" for the initial stake. "Through more than \$1bn of acquisitions and capital spending over the past five years, Peabody has significantly improved its performance," he said. "But its net profit margins of around \$1.10 a ton still lag far behind the industry leaders' \$4 to \$5 a ton."

Among the most profitable producers are Consolidation Coal, a subsidiary of Du Pont, and Mapco, an independent energy group based in Oklahoma.

Peabody's average selling price per ton is high, reflecting the geographic mix and type of coal produced, but its margins are low, in part because of the high cost of operating mines in the east and Midwest.

Although Peabody is the largest producer of low-sulphur coal in the US, just under half its output is high sulphur. The latter requires consumers to invest heavily in emissions control equipment to prevent acid rain.

Founded 107 years ago, Peabody has coal reserves of 8.7m tons spread throughout all leading US fields. Last year it produced 87m tons of coal, or some 9 per cent of the nation's output. It made pre-tax profits of \$126.5m on revenues of \$1.74bn. Its net asset value was \$621.9m at year-end. Lex, Page 18

P&D fails to follow County NatWest on Blue Arrow

By Richard Waters

UBS Phillips & Drew, the Swiss-owned investment bank, yesterday walked into a storm of protest from institutional investors, many of them its biggest clients, as it rejected calls to pay compensation over the Blue Arrow affair.

P&D's refusal to come to terms with County National Westminster, last week, led several institutions to say they would consider taking business away from the firm.

Mr Randolph Mueller, chairman of UBS's London operation, later launched a spirited defence of his bank's decision, denouncing claims that it was a "tight-fisted Swiss".

The day of accusation and counter-accusation began as P&D announced that it would not pay compensation until any criminal proceedings over the affair have been completed.

Both it and County, along with 11 individuals face criminal charges over the way they disguised the failure of Blue Arrow's \$237m rights issue from the stock market in 1987.

Institutions, which have been pressing for compensation through the industry-wide Institutional Shareholders Committee, were disappointed by the P&D decision, having yesterday welcomed County's offer of money.

One large pension fund with more than \$2bn under management, which declined to be named, said: "Clearly, if we can't bring any other leverage to bear on P&D, we would take our business away. It's not an empty threat."

One of the UK's largest insurance groups added: "Up until now we have not altered our dealing position. At the moment, it is unlikely to be talking of threats of that kind – although it must be at the back of our minds as a possibility."

Responding to these challenges, which could undermine his bank's position in the UK equity market, Mr Mueller of UBS said: "Everyone is saying UBS or the Swiss are tight. This is not the case... We basically feel very strongly that we will not walk away from any commitment. But it is our firm belief that so far nothing has been proven in court. You cannot accept a claim unless you admit that your people are guilty. We have a big problem with that."

GM and Ford hit by N American market slowdown

By Anatole Kalatsky in New York

GENERAL MOTORS and Ford, the two leading US car companies, reported sharply lower profits, hit by weak demand and intense competition in the North American car market.

However, both companies expressed guarded optimism about this year's outlook and noted that they were still achieving record or near-record profits in Europe and other overseas markets.

The stock market, where analysts months ago had braced themselves for disappointing profits in the automotive sector, took the results in its stride, bidding up both companies' share prices in moderate trading.

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These earlier measures also contrast with more decisive action in the UK, after Mrs Winona Marshall Foster, chairman and chief executive of the UK operation, was alerted to the contamination last Saturday.

On Monday she asked for tests of UK samples to be made by an independent analyst, Hydro-technica, and by the Ministry of Agriculture, Fisheries and Food.

First results of the independent tests on Wednesday morning showed traces of benzene and the crisis committee set up by the UK company decided that all stocks should be withdrawn. The parent company, headed by the 75-year-old Mr Gustave Leven, was notified but asked the UK team to wait for the Paris press conference at 4pm.

In the meantime, UK retailers were alerted and arrangements made for the publication of full-page explanatory advertisements in yesterday's national newspapers.

A customer freephone line was also opened to deal with consumer inquiries and refunds were offered on returned bottles.

Mrs Marshall Foster said: "The sales ban will cost millions of pounds but the brand would have suffered more damage long term if sales had not been halted."

Mr Denis Critchley-Salmonson, managing director of Strathmore Mineral Water, in Forfar, Scotland, said the company had been "inundated with inquiries" from the US and had gone on round-the-clock production in an attempt to meet demand. Though

British bottlers were responding yesterday not only to calls for increased supplies within the UK but from the US, too.

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INTERNATIONAL COMPANIES AND FINANCE

Norsk Hydro raises dividend despite slip to NKR2.69bn net

By Karen Fossli in Oslo

NORSK HYDRO, Norway's largest stock market listed company, yesterday announced a decline in net profits to NKR2.69bn (\$416.4m) for 1989 from NKR3.43bn the previous year, despite a 10 per cent increase to NKR6.99bn in operating income.

Hydro said the year's result was affected by higher financial costs and increased tax, though lower net profits in all business divisions except oil and gas also contributed to the overall decline. The company, however, plans to increase its dividend to NKR4.1 a share compared with NKR3.75 in 1988. Dividend payments in Norway were frozen in 1988 and 1987.

Net financial expenses in 1989 nearly doubled to NKR1.54bn. Provisions for current and deferred tax reached NKR2.69bn or 48 per cent of pretax income, compared with 41 per cent in 1988.

The increase in tax is attributed to higher earnings from

oil and gas activities and unspeculated losses in Canada relating to the start-up of a magnesium plant.

In addition, the realised and unrealised effects of foreign exchange movements in 1989 translated into an exchange loss of NKR377m compared to a gain of NKR18m in 1988.

Hydro's oil and gas division was the group's best performer by far, increasing operating income by 126 per cent to NKR2.44bn.

The rise was assisted by a massive 285 per cent increase in fourth quarter operating income brought about by a 37 per cent increase in oil production and higher average world crude oil prices in the year.

Operating income for the agriculture division slipped to NKR1.39bn from NKR1.61bn.

Light metals dipped to NKR2.33bn from NKR2.45bn while petrochemicals fell to NKR1.62bn from NKR1.61bn.

Danish abattoir group to sell processing divisions

By Hilary Barnes in Copenhagen

TULIP, one of the biggest abattoirs and meat processing groups in Denmark and in Europe, plans to hive-off its processing divisions as a joint stock company with equity capital of DKK1bn (\$153m). A listing on the Copenhagen Stock Exchange will be sought within five years, the group said.

Tulip is a producer co-operative and the co-operative will retain control of the new company, to be called Tulip International.

The group's current turnover is about DKK7bn; it has some 5,000 employees.

The processing divisions, which will make up Tulip International will have annual sales of around DKK3bn. Eight export offices in Europe, the US and Japan will also join the new company.

The decision to seek external capital via the flotation breaks with the co-operative movement's long established tradition.

Benetton chief leaves to join Citicorp

By John Wyles in Rome

MAR ALDO Palmeri is to leave the Benetton group after eight years as managing director to become the head of Citicorp's operations in Italy.

He is expected to take over in May as Citicorp's country corporate officer for Italy and also as director general of Cittbank NA, the banking and merchant banking subsidiary of Citicorp, the largest bank in the US.

The appointment ends a search for a successor to Mr Raphael Buenaventura, who left this post last July.

News of Mr Palmeri's departure follows swiftly on Benetton's announcement on Tuesday that it was drastically cutting back on its activities in financial services to concentrate resources on the needs of its manufacturing businesses.

A company official denied yesterday that there were any differences over strategy between Mr Palmeri and the Benetton family, saying that after eight years the top manager wanted new challenges.

A former Bank of Italy official, Mr Palmeri has presided over Benetton's recent rapid growth which has seen sales rise from L300bn (\$241.7m) in 1982 to L1,700bn last year.

His responsibilities at Cittbank will not include Cittibank Italia, the US bank's 44-branch retail network in the south of Italy.

Italtractor team forms buy-out

ITALTRACTOR, the Italian state-owned manufacturer of undercarriages for tractors and other earthmoving machinery, will be privatised through a management buy-out, AP-DJ reports.

Banque Paribas confirmed that it had arranged a buy-out team for Italtractor's management together with LBO Italia and Europa Investment.

Final terms of the transaction are expected to be worked out in the next few days. Italtractor recorded sales of L165bn (\$133m) in 1988, 90 per cent of which came from exports.

The company will report full results in April.

Noting that all white goods

Paris buyers rush for Source Perrier shares

By William Dawkins in Paris

INVESTORS appeared confident yesterday that Source Perrier would survive its gamble of destroying the group's entire world stock of 16m bottles of sparkling water following the discovery of traces of benzene.

Buyers rushed for Perrier's shares on the Paris bourse. By mid-afternoon, they had picked up 217,000 shares, nearly 2.5 per cent of the company, lifting the price by 6.5 per cent to FF1,505 (\$265).

The message from Mr Gustave Leven, the group's 75-year-old chairman, that Perrier would stop at nothing to defend its quality image, appeared to be getting through.

"This could weigh on the whole water industry. It has been through a spectacular expansion recently, but how well is it based?" asked Mr Jean Weisse, drinks analyst for Schlescher Prince, the Paris stockbrokers.

Last summer's unusually hot weather created a 10 per cent rise in sales of bottled mineral water in the 16 countries of the European Community and Efta last year, a sharp jump from the 6 per cent average growth rate of the previous five years, estimates Canadian, the leading drinks industry consultancy based in Bath, UK.

Canadian does not speculate on how Perrier failed to clean the filters at its plant in southern France, causing the build-up in naturally-occurring benzene. Perrier and others were clearly working flat out last summer - and a change of filter would have required a temporary shut-down at a busy time.

France is by far the world's largest source of mineral water, having produced 4.5bn litres in 1988, of which industry sources estimate 2bn litres came from brands owned by Perrier. The rest came from Evin and Badoit, owned by the ESN food giant, the world's largest water bottler, plus Vittel, part of Nestle of Switzerland, and independent springs.

Perrier is far less diversified than its main mineral water competitors, though the company argues its prime brand has no direct competition.

Even so, Perrier is far more than a producer of trendy bubbles. It has interests in soft drinks, cheese, where it is France's top producer of Roquefort, a thermal spa at Vichy and an extraordinary hotch potch of small businesses in building, central heating radiators, plastic packaging and chocolate. Its other

mineral waters include Comptexville, Saint-Yorre and Vichy-Célestins.

The common thread in all this, explains Mr Leven in the group's latest annual report, is to buy and sell peripheral businesses to help fund the development of Perrier's two core activities: mineral water, which accounted for 54 per cent of Perrier's FF15.1bn turnover in 1988, and cheese, which produced 35 per cent of sales.

The traditionally secretive Perrier does not break down profits between products or even sectors, but industry analysts believe the Perrier label itself accounts for something like 550m litres - just over 1bn litres - out of the group's 2bn litre overall mineral water output.

Rabo and Cera sign pact for improved co-operation

RABOBANK Nederland, the second largest Dutch bank, and Cera Spaarbank, the Belgian savings bank, have signed a pact for closer co-operation.

Initially the banks intend to develop jointly new financial services and to co-operate in electronic banking services.

Cera is Belgium's largest cooperative bank and seventh biggest financial institution. Both banks are members of the Unico group, a European-wide association of co-operative banks.

The pact with Cera, which will not involve any cross equity shareholdings, fits Rabo's strategy of moving towards a unified Europe by 1992. Rabo does not aim to have offices in both countries.

Instead, the bank is seeking relationships with other banks in Europe to ensure that a Rabo client, whether corporate or private, can use a bank branch anywhere in Europe.

Last October, Rabo took a 1.25 per cent stake in Spain's Banco Popular Espanol, making Banco Popular's branch network available to the increasing numbers of Dutch agricultural firms active in Spain.

Cera also announced yesterday that Drexel Burnham Lambert, the US securities house which filed for Chapter 11 of the US bankruptcy code earlier this week, owed it a total of \$10.6m in medium-term notes due in 1993. The total is made up of FF40m (\$7.04m), and \$4m.

Alarko to float in London

ALARKO Holding, the Turkish group specialising in real estate development, turn-key contracting projects and the manufacture of a wide range of goods, plans to seek a stock listing in London, Reuter reported.

The company, which made a net profit of TL1.34bn (\$627,000) for 1988, will float some 27 per cent of itself in London sometime over the next 12 months.

It would be the first Turkish company to be quoted in London. Some 12.5 per cent of Alarko is already listed on the small but booming Istanbul Stock Exchange.

It is understood that Mensut Sanat, a Turkish textile company quoted in Istanbul, was also studying a possible London listing.

This announcement appears as a matter of record only.
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Drexel's hidden owners: please come forward

FT writers on a share structure that doesn't add up

Who really owns Drexel Burnham Lambert? The question may seem fatuous - but it is not. The ownership of the US investment bank which this week earned the distinction of being the largest ever bankruptcy filing in Wall Street's history, has become an issue.

As the liquidation of securities, the sale of assets and the scramble by 5,000 employees to find new jobs went ahead yesterday, the Brussels-based Groupe Bruxelles Lambert and the New York-based Drexel continued to make confusing statements about the firm's shareholding structure. The mystery was enhanced by the presence of Kuwaiti investors who own an indirect Drexel stake.

On Wednesday, Groupe Bruxelles Lambert (GBL), Drexel's single biggest shareholder, said it held 45 per cent of the Wall Street firm and would write this off, taking a BFr1.2bn (\$91m) loss.

Yesterday, Porges, the Swiss parent of the financial and industrial

empire led by Mr Gerard Eskenazi and Mr Albert Frère, said it would write off a 13 per cent indirect stake in Drexel, taking a SF200m (\$134m) charge.

In New York, a Drexel official said he did not know either.

The answer is that we don't know who owns the pieces, but we think there is a company called LB Corporation that owns 46 per cent of Drexel," said the weary Drexel spokesman. Is LB Corporation the same as LBA? "I don't know," said the man at Drexel.

The numbers that seem clear are that LBA of Bermuda, with 40 to 45 per cent of Drexel, is 57 per cent owned by GBL, 25 per cent by Porges, and 17 per cent by unspecified Kuwaiti shareholders.

The rest of Drexel is held by other US investors and Drexel management and employees.

Who are the Kuwaitis? The Kuwait Investment Office (KIO) in London says it's not them.

Who really owns Drexel Lambert?

The mystery continues. Only the losers know for sure.

Regulators in London move in

By Kenneth Gooding, Mining Correspondent

THE MARKET regulators moved to take a tight grip yesterday as Drexel Burnham Lambert continued to wind down its operations in London.

Most of the futures markets in which Drexel has been a player said they expected no substantial disturbances from Drexel's forced departure.

Representatives of the Association of Futures Brokers and Dealers (AFBD), the UK futures market watchdog, the International Commodity Clearing House (ICCH) and the London Metal Exchange (LME) moved into Drexel's London headquarters to keep a close watch.

"The AFBD has virtually taken over and the Drexel people can't even sign a cheque without the AFBD's approval. But they are acting in a very gentlemanly manner, considering the circumstances," said one LME representative.

Separately, the Bank of England outlined a special set-

lements procedure to ease payments on foreign exchange dealings involving the securities house.

The Bank said that Drexel's trading counterparties could make all payments due to the company by February 20 to the Bank, which would hold the money until satisfied that Drexel had paid the relevant counterparty.

The Bank apparently acted to calm nerves in the market after Drexel delayed settlements on its foreign exchange and gold trading on Wednesday for that one day.

Early yesterday, the London Clearing House (LCH), a division of the ICCH, declared Drexel in default.

The clearing house carries the exposure for Drexel's trades because it stands as guarantor between trading partners in the futures and commodities markets.

Air David Hardy, managing director of LCH, said the

US drugs group plans Yugoslav venture

By Peter Marsh

ICN Pharmaceuticals, a US drugs company, plans to merge one of its main operating units with Galenika, Yugoslavia's second largest medicines business. The move is believed to represent the first such formal link between drugs companies in the US and eastern Europe.

The unit of the California-based ICN being merged is SPI, which sells a range of medicines including ribavirin, an anti-viral product being tested against AIDS.

ICN, which was set up in 1982 by Mr Milan Panic, ICN's 60-year-old chairman,

Mr Panic, who was born in Yugoslavia, was instrumental in concluding the deal with the Yugoslav Government, the current owner of Galenika.

ICN said yesterday it could not disclose the terms of the agreement nor where the merged operation would be based.

It said the deal would lead to increased possibilities for ICN to sell its products in the expanding market of eastern Europe.

ICN has annual sales of about \$124m, out of total envisaged sales for ICN this year of roughly \$300m. Galenika had revenues in 1989 of about \$150m, mostly from east European countries.

ICN, which has offices in Belgrade and Moscow, sells its prescription pharmaceuticals mainly through its SPI unit. It also has divisions selling biological and diagnostic products.

Besides ribavirin, SPI sells generic (off-patent) drugs together with medicines for heart ailments and infectious diseases.

Ribavirin is available in several countries for various viral conditions including herpes.

Roughly half SPI's sales are in the US and the rest in countries including Holland, Spain and Mexico.

ICN said yesterday Galenika had several interesting drugs which under the deal could reach a wider market outside eastern Europe. These included products for treating heart disease and tuberculosis.

JC Penney improves retail sales by 9% in latest quarter

By Karen Zagor in New York

J.C. PENNEY, the fourth largest US retailer, yesterday reported improved fourth quarter earnings from continuing operations on the back of stronger retail sales, although gross margins were hurt by increased promotional activity in the competitive US department store market.

An extraordinary gain in 1988 from the sale of the company's headquarters in New York City resulted in lower comparative earnings for 1989.

Penney's net income for the latest quarter ended January 27 were \$367m or \$1.95 a primary share, against \$435m or \$2.28 a year earlier. Retail sales in the three months improved 9 per cent to \$2.26bn from \$2.14bn. Excluding the non-recurring gain in 1988, net income advanced 24 per cent in the latest quarter from \$286m or \$2.22 a share a year earlier.

For the whole of 1989, Penney's net income was \$802m or \$3.1 a primary share, against \$807m or \$6.02 a year earlier.

Retail sales in the year rose 9 per cent to \$16.10bn from \$14.83bn.

Navistar has first-quarter loss as truck demand falls

By Anatole Kalitsky in New York

NAVISTAR International, the biggest US manufacturer of heavy trucks, reported a net loss of \$18m or 10 cents a share for the three months ended January 31, the first quarter of its 1990 fiscal year.

The latest result compared with a profit of \$37m or 12 cents a share a year earlier.

Navistar's quarterly revenues fell by 12 per cent to 16,800 of the trucks, down 19 per cent on the year before.

Mr Cotting predicted that North American demand for heavy trucks would have fallen as a whole, while medium truck demand would have fallen by 7 per cent to 153,000.

Both of these forecasts were at the low end of earlier projections made by Navistar, he noted.

Mr Cotting added that the current rate of orders and sales would be sufficient to support planned production rates at Navistar's assembly plant.

He also said that, if current levels of production continued,

Navistar's operating results should improve later in the year as manufacturing efficiencies were realised.

Excluding extraordinary items in both years, the company said its net earnings in 1988 grew 23 per cent to \$822m or \$4.57 a share from \$688m or \$4.56 the year before.

The Dallas-based company, which has undergone a major restructuring in the past few years, said gross profit in the fourth quarter and year increased due to higher sales volume and a significant decrease in the last-in-first-out (LIFO) reserve.

However, excluding the effect of LIFO, gross margin as a percentage of retail sales decreased in the 1988 fourth quarter and year.

Mr William Howell, Penney's chairman, said the company's restructuring effort in the 1980s had concentrated on reallocating floor space in the stores and customer service.

"During the 1990s, we will accelerate our efforts towards enhancing our fashion credibility. We have every confidence that the 1990s will be a period of consistent, profitable growth both for J.C. Penney stores and catalogues."

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Santa Barbara Savings and Loan Association
(incorporated under the laws of the State of California)

U.S. \$100,000,000
Collateralized Floating Rate Notes
Due 1996

Notice is hereby given that the Rate of Interest has been fixed at 8.375% p.a. and that the interest payable on the relevant Interest Payment Date, May 16, 1990, against Coupon No. 15 in respect of U.S.\$100,000 nominal of the Notes will be U.S.\$2,070.49.

February 16, 1990, London

CITIBANK

The Chase Manhattan Corporation
U.S. \$250,000,000

Floating Rate Subordinated Notes due 2000
Due July 10, 1997

Unconditionally Guaranteed on a Subordinated Basis by CITICORP

Notice is hereby given that the Rate of Interest has been fixed at 8.375% and that the interest payable on the relevant Interest Payment Date, May 16, 1990 the Notes will carry an interest rate of 8% per annum with a coupon amount of \$208.59 per U.S. \$10,000 principal amount, payable on 15th May, 1990.

February 16, 1990, London

CITIBANK

Citicorp Banking Corporation
U.S. \$250,000,000
Guaranteed Floating Rate Subordinated Capital Notes

Due July 10, 1997

Unconditionally Guaranteed on a Subordinated Basis by CITICORP

Notice is hereby given that the Rate of Interest has been fixed at 8.375% and that the interest payable on the relevant Interest Payment Date, March 16, 1990 against Coupon No. 19 in respect of U.S.\$10,000 nominal of the Notes will be US\$45.14.

February 16, 1990, London

CITIBANK

U.S.\$250,000,000
Floating Rate Subordinated Capital Notes due August 1996

CITICORP

Notice is hereby given that the interest payable on the relevant Interest Payment Date, February 23, 1990, for the period November 14, 1989 to February 14, 1990 against Coupon No. 22, in respect of U.S.\$50,000 nominal of the Notes will be U.S.\$1,072.22.

February 16, 1990, London

CITIBANK

This announcement appears as a matter of record only. These Securities have not been registered under the United States Securities Act of 1933 and may not, as part of the distribution, be offered, sold or delivered, directly or indirectly, in the United States or to United States persons.

New Issue / February 1990



U.S. \$300,000,000

Mitsui Toatsu Chemicals, Inc.

4% Bonds Due 1998 with Warrants

To Subscribe for Shares of Common Stock of
Mitsui Toatsu Chemicals, Inc.

Salomon Brothers International Limited

Mitsui Finance International Limited

Nomura International

Yamaichi International (Europe) Limited

Mitsui Trust International Limited

J. Henry Schroder Wag & Co. Limited

S.G. Warburg Securities

Bankue Indosuez

Bankers Trust International Limited

Baring Brothers & Co., Limited

Daiwa Europe Limited

Robert Fleming & Co. Limited

IBJ International Limited

KOKUSAI Europe Limited

Merrill Lynch International Limited

Morgan Stanley International

The Nikko Securities Co., (Europe) Ltd.

Swiss Bank Corporation

Investment Banking

Toyo Securities Europe Ltd.

Nomura International

Mitsui Finance International Limited

IBJ International Limited

S.G. Warburg Securities

Banque Indosuez

Baring Brothers & Co., Limited

Daiwa Europe Limited

Robert Fleming & Co. Limited

IBJ International Limited

KOKUSAI Europe Limited

Merrill Lynch International Limited

Morgan Stanley International

The Nikko Securities Co., (Europe) Ltd.

Swiss Bank Corporation

Investment Banking

Daiwa Europe Limited

Salomon Brothers International Limited

J. Henry Schroder Wag & Co. Limited

Bankers Trust International Limited

Barclays de Zoete Wedd Limited

Barclays de Zoete Wedd Limited

Credit Suisse First Boston Limited

Robert Fleming & Co. Limited

NEW ISSUE

This announcement appears as a matter of record only.

February, 1990



SANWA SHUTTER CORPORATION

U.S.\$400,000,000

2½ per cent. Bonds Due 1994

with

Warrants

to subscribe for shares of common stock of Sanwa Shutter Corporation

ISSUE PRICE 100 PER CENT.

Daiwa Europe Limited

Nomura International

Taiko Kobe International Limited

Cosmo Securities (Europe) Limited

Bankers Trust International Limited

Barclays de Zoete Wedd Limited

Bayerische Vereinsbank Aktiengesellschaft

Daewoo Securities Co., Ltd.

Robert Fleming & Co. Limited

Goldman Sachs International Limited

KOKUSAI Europe Limited

Mitsubishi Finance International plc

New Japan Securities Europe Limited

Salomon Brothers International Limited

J. Henry Schroder Wag & Co. Limited

Swiss Bank Corporation

Investment Banking

Tokai International Limited

S. G. Warburg Securities

Banque Indosuez

Baring Brothers & Co., Limited

BNP Capital Markets Limited

Deutsche Bank Capital Markets Limited

Fuji International Finance Limited

Kleinwort Benson Limited

Merrill Lynch International Limited

Morgan Grenfell & Co. Limited

The Nikko Securities Co., (Europe) Ltd.

Samyo International Limited

Shearson Lehman Hutton International

Taiheiyo Europe Limited

Universal (U.K.) Limited

This announcement appears as a matter of record only.

AIR FRANCE

has acquired

UTA**BNP and BANEXI**
acted as financial advisors
to AIR FRANCE in this transaction.**BNP**

This announcement appears as a record only

SANOFI BIO-INDUSTRIES
has acquired 100 % of
**CONTINENTAL FLAVORS &
FRAGRANCES, INC.**The undersigned initiated this transaction,
assisted in the negotiations
and acted as financial advisor to**SANOFI BIO-INDUSTRIES**

CL GLOBAL PARTNERS SECURITIES CORPORATION New York

CREDIT LYONNAIS GROUP

february 1990

Midland Bank plc
(incorporated with Standard Bank in England)
£250,000,000
Subordinated Floating Rate
Notes 2001

For the three months from
February 15, 1990 to May 15,
1990 the interest will bear at an
Interest rate of 15.225% p.a. On
May 15, 1990 interest of £185,62
will be due per £25,000 Note and
£1,856.20 in respect of £25,000
Note for Coupon No. 16
Citibank, N.A. (CSSI Dept.),
Agent Bank

**Mortgage Intermediary
Note Issuer (No. 1)**
Amsterdam B.V.

For the three month period from 15th
February, 1990 to 15th May, 1990
the Notes will bear interest at the
rate of 15.916 per cent per annum.
The Coupon amount per £25,000
Note will be £48.67 payable on
15th May, 1990.
Morgan Grenfell & Co. Limited
Agent Bank

**BRITANNIA BUILDING
SOCIETY**
£125,000,000
Floating Rate Notes 1995

In accordance with the terms and con-
ditions of the Notes, notice is hereby given that for the three months inter-
est period February 1990 to (but excluding)
15th May, 1991, the Notes will bear
interest at a rate of 15.250% per
cent per annum.
The relevant Interest Payment Date
will be 15th May, 1990. The
Coupon Amount per £100,000 will be
£372.00 and per £100.00 will be
£3.720.02 payable against surrender of
Coupon No. 5
Hambros Bank Limited
Agent Bank

Broadview Associates
The Information Technology Mergers & Acquisitions Advisers

40 Long Acre, London WC2E 9JT Tel: 01-836-8081
2115 Linwood Ave., Fort Lee, NJ 07024 Tel: 1-201-461-7929
3 Embarcadero Ctr, Ste. 2960, San Francisco, CA 94111 Tel: 1-415-391-7300

INTL COMPANIES AND FINANCE

Aluminium returns prop
Western Mining results

By Chris Sherwell in Sydney

WESTERN MINING, one of Australia's largest mining companies, has suffered an unexpected loss in profits from its nickel and gold operations, and only a strong performance from its aluminium interests achieved a small improvement in equity-accounted earnings.

Figures for the six months to December, released yesterday, showed an after-tax operating profit for the group of A\$138m (US\$103m), down almost 7 per

cent. On an equity-accounted basis, a doubled contribution from Alcoa of Australia, the subsidiary of the US aluminium group of which Western Mining holds 48.5 per cent, pushed the figure to A\$210.8m

for an overall improvement of just 3.4 per cent.

Sales revenues were A\$660m, up 28 per cent, and other revenues almost doubled to A\$131m. But the stock market was disappointed, cutting the group's shares by 20 cents to A\$5.80 on a flat day.

Directors declared an interim dividend of 12 cents a share for shareholders who have elected to receive their dividend unfranked for local tax purposes, or 11.05 cents a share.

The group said it sold 18.5 per cent more nickel, but prices in US dollars were 11.1 per cent lower and costs 8.1 per cent higher. Gold production was up 8 per cent to 404,000

ounces, but the average spot gold price fell 5.4 per cent.

In other areas the inclusion of output from Olympic Dam for a full half-year helped to double the group's copper sales to 10,500 tonnes and to add uranium sales of 191m tonnes. Oil production more than doubled to 1.56m barrels because of US production and increased output at home.

The profit was also constrained by a higher write-off of exploration spending - A\$50m against A\$36m. On the other hand the average US-Australian dollar exchange rate was 5.5 per cent lower at 7.74 US cents to A\$1. Further depreciation in the second half will help the full-year result.

IEL tumbles due to share sale

By Chris Sherwell

INDUSTRIAL Equity (IEL), the investment group which came under the control of Mr John Spalvins' Adelaide Steamship group last November, reported a halving of its profits when it released its interim figures yesterday.

After-tax earnings of A\$101.4m (US\$76m) compared with A\$235.2m, although revenues rose to just less than A\$5bn compared with A\$4.85bn.

But the group, formerly the Australian arm of Sir Ron Brierley's business empire, pointed out that last year's profits included A\$150m earned from the sale of shares in Industrial Equity Pacific,

which controls Sir Ron's other interests outside New Zealand. If this is excluded, the latest profit figure represents a 19 per cent increase over a period which has seen the group's interests shift from investment and into operating businesses, principally in retailing and

shareholdings, and Acme Holdings, where it expects to complete a buy-out of minority shareholders by the end of next month.

Mr Spalvins, whose Adsteam group is still acquiring IEL shares under its takeover, said in a statement that Woolworths had achieved satisfactory profits in a difficult trading climate, while Southern Farmers earned higher profits.

At balance date, the group had cash reserves and committed undrawn facilities in excess of A\$1bn.

IEL now owns the whole Woolworths retail chain and the Southern Farmers group, having acquired the minority

shareholders, and Acme Holdings, where it expects to complete a buy-out of minority shareholders by the end of next month.

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group is still acquiring IEL shares under its takeover, said in a statement that Woolworths had achieved satisfactory profits in a difficult trading climate, while Southern Farmers earned higher profits.

At balance date, the group had cash reserves and committed undrawn facilities in excess of A\$1bn.

IEL was "well placed to take advantage of opportunities to acquire further businesses," said Mr Spalvins.

Copiers and printers lift Canon

By Stefan Wagstyl in Tokyo

CANON, the Japanese manufacturer of cameras and office equipment, yesterday announced a 21 per cent increase in annual pre-tax profits to Yen2.7bn (\$165m), due mainly to strong sales of copiers and printers.

Turnover was also up 21 per cent, to Yen14bn, said Canon,

announcing parent company results for the year to December. Sales in the copier division were up 28 per cent and in computer peripherals 38 per cent. Information equipment sales increased 11 per cent and those of cameras by 10 per cent.

Operating profits were 87 per

cent higher than in 1988, but Canon suffered foreign exchange losses which held back the improvement at the pre-tax level.

For this year, the company forecasts a 10 per cent to 11 per cent increase in sales to Yen90bn and an 8 per cent rise in pre-tax profits to Yen7bn.

Operating profits were 87 per

NZ minister admits DFC case mishandled

By Terry Hall in Wellington

MR DAVID CAYGILL, the New Zealand Minister of Finance, said yesterday that in hindsight the Government should have considered more carefully its refusal not to support DFC New Zealand, the privatised investment bank which collapsed last year.

The failure caused severe difficulties with institutions in Japan that were major creditors. It was disclosed last week that DFC's statutory managers have provided NZ\$700m (US\$407m) for loan losses.

Mr Caygill's statement was his first admission that the Government mishandled the crash. He said yesterday that the decision was made in haste. He indicated that he was pressured into rejecting a call for government support from the National Provident Fund, the superannuation fund for civil servants and DFC's major shareholder.

Mr Caygill said that a state-

ment by NPF that DFC had run out of shareholders' funds was followed by one that it was a government problem, and that the Government ought to help out. "I think it left me with the only response to reject it," he maintained, but added that with hindsight the question that could be debated was whether the Government should have categorically ruled out bailing out DFC.

However, Mr Caygill said his choice to put DFC into statutory management was right, as among other things it ensured that the bank's assets were not hamstrung by protracted court battles.

In an apparent reference to criticism from Japanese creditors that they were not asked to help out, Mr Caygill said that this would have caused delays and possibly also resulted in protracted court cases. "Imagine ringing up Tokyo and saying, 'We've got a

problem with the DFC in which you've got a few hundred million dollars invested.'

"As a lawyer I know it would have led to lengthy court action."

Mr Caygill said that the Government could still have a role in restructuring DFC, but that this was not expected to be a financial involvement.

• Renouf Corporation, nearly

a casualty of the 1987 stock market crash, yesterday reported an interim net profit of NZ\$8.1m, a turnaround from the NZ\$10m loss it posted for the comparable period of the previous year.

The main factor in the improvement was the sale of Repco Merchants to Pacific Dunlop of Australia. But Mr Andrew Strange, managing director, said the result from the trading group was disappointing.

Revenue was down by some

company paid off NZ\$22.8m of debt.

Mr Strange said there was no material change in its 43 per cent-owned Impala Pacific, the Hong Kong company formerly controlled by Mr Bruce Judge, whose companies failed after the crash. This division was written off in the 1986 financial year.

In the US, asset sales continued at Benequity Properties, another company associated with Mr Judge, and there was "significant progress" on an outstanding court action. No dividend was declared.

Although the Hellaby operating companies were generally profitable, Alliance Textiles continued to face difficulties. Hellaby also felt the effects of the deterioration in the Australian economy. Kirkcaldie and Stains, the retail store division, traded profitably. Renouf Properties incurred a NZ\$1.5m loss, in line with budget.

High-power computers aim to lift IBM sales

By Alan Cane

INTERNATIONAL Business Machines yesterday launched worldwide its long anticipated range of high-power technical computers, or workstations, and made it clear that it is targeting them at commercial users as much as scientists and engineers as customers.

The workstation market is the fastest growing sector of the computer industry and is dominated by Digital Equipment, Hewlett-Packard, IBM's US rivals. There is also an emerging threat from Sony, the Japanese manufacturer.

IBM has less than 3 per cent of the workstation market and its main sectors of strength - mainframes and personal computers - are suffering slowing or stagnant growth.

Workstations can replace minicomputers in networked systems, which serve a number of users, cheaper than if conventional systems are used.

Mr Jack Kuebler, IBM president, said in New York: "The RS/6000 family provides the missing link in IBM's product range. With it, IBM has the most complete range of systems in the marketplace, from desk top to data centre."

IBM's new family of four workstations and five network servers seems to offer more power for their price than competitors' machines. They are based on new microprocessors of IBM's own design. The lowest cost network server starts at \$19,000 (£12,300).

The new family is also the strongest evidence so far of IBM's commitment to open systems, in which equipment from different manufacturers can easily be connected together. The RS/6000 computers use an improved version of AIX, IBM's open systems operating system.

Some 200 software developers are working on application software for the machines. They will be sold through "value added resellers," which will buy the computers from IBM and resell after adding software and services.

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February 1990

SD-Scicon plc

has sold its wholly owned subsidiary

Warrington Financial Systems

to

SunGard Data Systems

INTERNATIONAL CAPITAL MARKETS

BIS warns of risks posed by high interest rates

By Stephen Fidler, Euromarkets Correspondent

A WARNING about the risks posed by current high long-term interest rates was issued yesterday by Mr Alexandre Lamfalussy, general manager of the Bank for International Settlements.

In a speech for delivery yesterday to the Conference Board in New York, Mr Lamfalussy said long-term interest rates gave rise "perhaps to questions of outright concern."

Long-term rates, which are established by the market in long-term bonds, are in the US currently 4 percentage points above the rate of inflation, and in Germany 5 percentage points.

Japan's are just below the German level and many European countries have rates even higher than Germany's.

The dangers were several, he said. Economic growth may slow down or come to a halt and it is difficult to see how the current investment boom

would hold up. With high debt levels of many companies and households, a downturn "could reveal a degree of fragility in both the real and the financial sectors that has remained effectively hidden by the long cyclical upswing." It also means higher debt burdens for lesser developed and east Asian countries, offsetting the benefits of debt reduction schemes.

He said he did not believe the explanation for the rise in long-term rates lay exclusively in tight monetary policy, nor did it appear that there had been a rise in inflationary expectations.

The most likely explanation for higher long-term rates in dollar-denominated assets was "contagion from abroad" - the rise in bond yields in Japan but particularly in West Germany. The main reason for the rise in rates in recent weeks has been that monetary unification of the two Germanys "will place greater demands on the financial resources, both private and public, of the Federal Republic." There were also market worries of a loosening in German fiscal policy, he said.

However, the main reason for the rise in long-term rates is "to be sought in the declining trend of savings rates in the industrialised world." This "raises doubts about our ability to finance our own capital formation and maintain current rates of growth without inflationary consequences. It raises even greater doubts about our capacity for transferring real resources to the developing world - not to mention eastern Europe and the Soviet Union."

The remedy, he suggested, "can only lie in a combination of changes in taxation, social security systems and the sheer volumes of public spending."

Toronto brokers fight Instinet

Bernard Simon in Toronto

CANADIAN securities firms and the Toronto Stock Exchange are pitted against large institutional investors in determining the role in Canada of Instinet, the computerised trading system owned by Reuters, the UK-based information services company.

The differences of opinion have been clearly visible in recent days at a hearing before the Ontario Securities Commission (OSC), which will make the final decision on Instinet's future in Ontario.

Instinet, whose system allows institutional traders to bypass the stock exchange floor by trading blocks of shares electronically, bought a

seat on the TSE three years ago but has not yet been granted full membership. The membership application was submitted to the OSC for review as a result of opposition from securities firms.

Instinet maintains its system would expand the trading of Canadian shares, especially among foreign institutions. Its supporters say it would also lower trading costs, and broaden the information available to investors. Among those claiming Instinet would be an improvement on existing trading systems are the Pension Investment Association of Canada, the Investment Counsel Association of Quebec, and

Standard Life Assurance.

However, the TSE and the securities dealers maintain Instinet would restrict liquidity on the stock exchange, limiting it largely to small, retail trades.

Mr Pearce Bunting, the TSE president who earlier supported Instinet's efforts to set up operations in Canada, told the OSC hearing that the system might cause "real harm" to the stock exchange, because of Instinet's intention not to link up fully with TSE trading systems. If Instinet linked its computers to the TSE its customers could respond to bids and offers on the stock exchange.

UK 'safe' from index arbitrage

By Richard Waters

THE UK equity market could not succumb to a wave of stock index arbitrage according to an official report.

The practice involves selling a futures contract based on a stock market index and at the same time buying the underlying shares (or vice versa) to capture a price differential.

It is widely blamed in the US for adding to market volatility, particularly at the time of the 1987 crash.

London's International Stock Exchange said yesterday that a study of the practice in London showed it to pose no threat.

Index arbitrage is estimated to account for only about 1 per cent of equity business, it said.

Structural differences between the US and UK markets explain the low level of activity, it added.

In the UK, only market-makers escape the 1½ per cent stamp duty on share transactions and have access to stock borrowing facilities, reducing the arbitrage opportunities for other institutions.

Also, the half dozen firms which would find it easiest to indulge in index arbitrage (since they are the only ones to make markets in all FT-SE 100 Index stocks) tend to restrict their activity, rather than damage the interests of their own market-making arms.

Ironically, unlike their counterparts in the US, the UK authorities actually want to encourage stock index arbitrage.

Lack of activity can lead to persistent price anomalies in the FT-SE 100 Index futures contract.

This makes it a less attractive product for investment institutions looking for an efficient hedging tool.

Equity warrant fund launch

By Andrew Freeman

THE FIRST closed-end investment fund to invest principally in European equity warrants is expected to be launched this morning by Robert Fleming.

The fund, which may reach as much as \$50m depending on demand, will be based in Luxembourg. It will aim to attract institutional investors wanting highly-gearred investments in Europe's equity markets.

Fleming is issuing shares and warrants in \$60 units of five shares and one warrant. The five-year warrants have an exercise price of \$10 per share.

To date, most warrant funds have concentrated on Far Eastern markets, with Japan dominating investor interest.

The latest Japanese warrant fund was launched yesterday by Morgan Stanley International. The \$75m closed-end fund consists of shares and five-year warrants, and will invest primarily in multi-currency warrants for Japanese companies.

This announcement appears as a matter of record only.

NEW ISSUE

14th February, 1990

**Pioneer Electronic Corporation****12,000,000 Shares of Common Stock**

(par value \$50 per share)

ISSUE PRICE #5,442 PER SHARE**Nomura International**

The Nikko Securities Co., (Europe) Ltd.

Yamachi International (Europe) Limited

KOKUSAI Europe Limited

Amsterdam-Rotterdam Bank N.V.

Dresdner Bank

UBS Phillips & Drew Securities Limited

Banque Indosuez

Nomura International (Hong Kong) Ltd.

S.G. Warburg Securities

This announcement appears as a matter of record only.

NEW ISSUE

15th February, 1990

**DAIHEN Corporation**

(Incorporated under the laws of Japan)

U.S.\$100,000,000**2 1/4 per cent. Guaranteed Bonds due 1994**

with

Warrants

to subscribe for shares of common stock of Daihen Corporation

The Bonds will be unconditionally and irrevocably guaranteed by

The Sumitomo Bank, Limited

Issue Price 100 per cent.**Nomura International**

Sumitomo Finance International

Bank of Tokyo Capital Markets Group

Banque Indosuez

Baring Brothers & Co., Limited

Commerzbank Aktiengesellschaft

Robert Fleming & Co. Limited

Kuwait International Investment Co. s.a.k.

Morgan Stanley International

The Nikko Securities Co., (Europe) Ltd.

Swiss Bank Corporation

UBS Phillips & Drew Securities Limited

Daiwa Europe Limited

Sumitomo Trust International Limited

Banque Francaise du Commerce Exterieur

Barclays de Zoete Wedd Limited

BNP Capital Markets Limited

Credit Suisse First Boston Limited

KOKUSAI Europe Limited

Merrill Lynch International Limited

New Japan Securities Europe Limited

Shearson Lehman Hutton International

Taiyo Kobe International Limited

Universal (U.K.) Limited

FT INTERNATIONAL BOND SERVICE

CLOSING PRICES ON FEBRUARY 15										
		CHARGE AS		CHARGE AS		CHARGE AS		CHARGE AS		
		BID	OFFER	DAY	WEEK	YIELD		BID	OFFER	
IN ROLLING STRAIGHTS										
Alberta 8% '95	750	771	773	-0.1%	+0.1%	9.15		750	771	773
Alberta 9% '95	800	1011	1013	-0.1%	+0.1%	9.55		800	1011	1013
Alberta 10% '95	1400	1412	1414	-0.1%	+0.1%	10.25		1400	1412	1414
B.C. 8% '95	750	771	773	-0.1%	+0.1%	8.75		750	771	773
B.C. 9% '95	1200	1204	1206	-0.1%	+0.1%	9.25		1200	1204	1206
B.C. 10% '95	1200	1204	1206	-0.1%	+0.1%	9.75		1200	1204	1206
B.C. Tel. Fin. 9% '95	1200	1204	1206	-0.1%	+0.1%	9.25		1200	1204	1206
B.C. Tel. Fin. 10% '95	1200	1204	1206	-0.1%	+0.1%	9.75		1200	1204	1206
B.C. Tel. Fin. 11% '95	1200	1204	1206	-0.1%	+0.1%	10.25		1200	1204	1206
B.C. Tel. Fin. 12% '95	1200	1204	1206	-0.1%	+0.1%	10.75		1200	1204	1206
B.C. Tel. Fin. 13% '95	1200	1204	1206	-0.1%	+0.1%	11.25		1200	1204	1206
B.C. Tel. Fin. 14% '95	1200	1204	1206	-0.1%	+0.1%	11.75		1200	1204	1206
B.C. Tel. Fin. 15% '95	1200	1204	1206	-0.1%	+0.1%	12.25		1200	1204	1206
B.C. Tel. Fin. 16% '95	1200	1204	1206	-0.1%	+0.1%	12.75		1200	1204	1206
B.C. Tel. Fin. 17% '95	1200	1204	1206	-0.1%	+0.1%	13.25		1200	1204	1206
B.C. Tel. Fin. 18% '95	1200	1204	1206	-0.1%	+0.1%	13.75		1200	1204	1206
B.C. Tel. Fin. 19% '95	1200	1204	1206	-0.1%	+0.1%	14.25		1200	1204	1206
B.C. Tel. Fin. 20% '95	1200	1204	1206	-0.1%	+0.1%	14.75		1200	1204	1206
B.C. Tel. Fin. 21% '95	1200	1204	1206	-0.1%	+0.1%	15.25		1200	1204	1206
B.C. Tel. Fin. 22% '95	1200	1204	1206	-0.1%	+0.1%	15.75		1200	1204	1206
B.C. Tel. Fin. 23% '										

INTERNATIONAL CAPITAL MARKETS

Gilts take lead from weak bunds

By Andrew Freeman in London and Janet Bush in New York

THE UK gilts market showed renewed weakness yesterday ahead of important figures today, with long-dated issues falling by more than a point in spite of a late attempt to rally. The 11% per cent long gilt fell by 1½ points, while at the shorter end prices were around ½ point lower.

GOVERNMENT BONDS

Traders blamed a lack of buying interest, rather than heavy selling, although there was speculation that one large investor was selling ahead of a possible Eurobond issue.

The market continued to be led by activity in West Germany where the uneasy bond market seemed to give up an early recovery. Labour market statistics emerged roughly in line with expectations. Average earnings in December were steady at 9% per cent. However, a smaller than expected fall in unemployment was interpreted as further evidence that pressure on wage claims

BENCHMARK GOVERNMENT BONDS

	Coupon	Bid	Price	Change	Yield	Week	Month
UK GILTS	10.000	4.63	93-30	-0.02	12.55	12.22	12.10
	10.500	5.07	95-05	-0.01	11.95	11.75	11.65
	9.000	10.08	95-05	-0.02	10.32	10.37	10.11
US TREASURY	7.875	1.795	95-05	-12.32	8.45	8.45	8.19
	6.125	1.795	95-05	-12.32	8.50	8.50	8.25
JAPAN	No 119	4.800	68.6861	-0.049	8.62	8.72	8.67
	5.700	7.000	95.1384	-0.01	8.29	8.34	8.47
GERMANY	7.125	12.99	90.7100	-0.260	8.58	8.30	7.82
FRANCE BTAN	6.000	10.94	90.1474	-0.260	10.77	10.64	10.20
DAAT	6.125	5.99	88.2600	-0.600	10.12	9.94	9.55
CANADA	9.25	12.08	93.0000	-1.000	10.40	10.11	9.83
NETHERLANDS	7.500	11.99	90.8230	-0.230	8.94	8.74	8.12
AUSTRALIA	12.000	7.000	93.8863	-0.208	13.14	12.88	13.05

London closing. *denotes New York morning session. Prices: US, UK in 32nds, others in decimal. Heads: Local market standard

Technical Data/LATAS Price Sources

will ease more slowly than the Government has hoped.

IN WEST Germany, relieved traders reported a quieter session after the recent volatility, although the bond future was active later in the day and fell 20 pennies to 82.68 as investors remained nervous.

Bond prices largely matched the fall on the futures market,

but traders said there was very little paper available. The 7% per cent 10-year benchmark was fixed 15 pennies lower at 95.10, as the Bundesbank left its credit policies unchanged.

Analysts said the market should enjoy a period of consolidation ahead of the announcement of a clear timetable for monetary union with East Germany.

The mood remained rather defensive as the market tried to determine what impact, if any, the bankruptcy of Drexel Burnham Lambert will have on price levels as it sells its inventory. Reports late on Wednesday suggested Drexel was making good progress in selling its holdings of corporate, agency and government bonds.

Aggressive pricing for World Bank issue

By Stephen Fidler, Euromarkets Correspondent

THE \$1.5bn seven-year global issue launched on Wednesday by the World Bank was priced yesterday at a more aggressive level than originally envisaged, reflecting strong oversubscription among investors canvassed for the deal.

INTERNATIONAL BONDS

The issue was priced with an 8% per cent coupon and a par issue price, to give an interest margin of 33.4 basis points, or hundredths of a percentage point, over the seven-year Treasury. Originally, a spread of 35 to 38 basis points was suggested, with the Bank moving the indicated price level down to 33-34 before again canvassing investors.

In reducing the margin from the originally indicated levels, dealers reported a significant number of investors fell away, particularly in Europe.

Some were said to be unhappy at the way this was

NEW INTERNATIONAL BOND ISSUES

Borrower	Amount m.	Coupon %	Price	Maturity	Lead	Book runner
UNI DOLLARS						
World Bank(a)♦	1.5bn	8%	100	1997	30/12/81 bp	Goldman Sachs/Mgn.Stanley
Dong Ah Construction(g)♦	100	3.50	100	1997	84/85 bp	Swiss Bank Corp.
Sanwa Australasia(b)♦	50	9%	102	2000	2/14	Swiss Int.
Samick Musical Inst.(g)♦	30	1	100	2004	2/14	Sangyong Inv. and Secs.
D-MARKS						
Belgium, Kingdom of(e)♦	500	-1%	100	2000	15/7/bp	Deutsche Bank
FRANCE FRANCES Accept.(f)♦	800	Zero	100 1/2	1995	1 1/2	Societe Generale
YEM						
Vestergaard Krahe Stabilis(b)♦	100m	7.2	101 1/2	1995	1 1/2/7	LTCB Int.
C. Hoh. & Co.(HK) Int.(g)♦	100m	7.4	101 1/2	1994	1 1/2/14	Daiwa Europe
Floating rate notes. (♦)Convertible. (e)Final terms. (f)Non-callable. (g)Call 1992 at 100. (i)Conversion price: \$5.675. Exchange rate: 1.60. (j)With conversion premium of 7.85%. Call from 1992 at 104% declining 1% p.a. to Put. March 1995 to yield 1.5%. (k)With 6-month Libor. Call after three years at par and on coupon dates thereafter. (l)Repayment. (n)Repayment linked to performance of Paris Stock Exchange CAC-40 Index. Difference between Index on March 7-8 1990 and Index of Feb. 28 1990. (o)35bp over 6-month Libor. Put option at 100 March 1995. Minimum coupon 5%.						

done, and said that as a result the issue had not met the absolute success of the first issue last September with a 10-year maturity. In any case, interest was enough to result in multiple subscription, according to World Bank officials.

Uncertainty in the fixed-rate D-Mark bond markets has helped to support the floating rate note market. Belgium took

advantage of this yesterday with a DM500m 10-year issue through Deutsche Bank priced at 4% point below 6-month interbank offered. Despite the apparent tightness of the issue, it was better received than almost any of the recent issues and traded at 98.50-95 - enough to give co-managers of the issue a profit.

brought at the originally proposed spread the subsequent secondary market could have been disorderly. In the event, the issue was freed to trade at 4.15pm London time and held its spread thereafter.

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advantage of this yesterday with a DM500m 10-year issue through Deutsche Bank priced at 4% point below 6-month interbank offered. Despite the apparent tightness of the issue, it was better received than almost any of the recent issues and traded at 98.50-95 - enough to give co-managers of the issue a profit.

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collaboration may provide a more comprehensive coverage of the derivatives markets and "should" therefore ensure enhanced protection for those investing with the firms concerned."

A joint announcement said that staff from the two bodies would spend time over the next few months examining the scope for increased collaboration in the interest of cost-saving and greater efficiency.

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collaboration may provide a more comprehensive coverage of the derivatives markets and "should" therefore ensure enhanced protection for those investing with the firms concerned."

Both organisations felt that the current system of regulation was too complicated and created unnecessary duplication.

In addition, the AFBD's expertise in derivatives regulation can presently be applied only to its members, rather than to derivatives firms in

Relit kindles French confidence

George Graham examines a streamlined settlements system in Paris

US TREASURY bonds slipped yesterday morning after the release of figures showing surprising strength in the housing market in January even taking into account a frost from warm weather.

At mid-session, the Treasury's benchmark long bond was quoted ¾ point lower for a yield of 8.45 per cent and other long-dated issues were as much as ½ point lower.

Housing starts surged 29.6 per cent in January, the largest rise in a month since the Commerce Department started keeping statistics in 1959. Analysts had expected a strong figure for last month because of unseasonably mild weather. However, the rise was two to three times above expectations.

The mood remained rather defensive as the market tried to determine what impact, if any, the bankruptcy of Drexel Burnham Lambert will have on price levels as it sells its inventory. Reports late on Wednesday suggested Drexel was making good progress in selling its holdings of corporate, agency and government bonds.

head of the Relit project co-ordinating committee.

Relit has in fact taken slightly longer to set up than had been hoped.

The computer systems will be delivered to financial intermediaries in June, three months later than originally planned, but, more importantly, a number of banks were showing signs of not being ready to start up on time.

Relit itself cost FFr480m (\$842m) to develop, to handle official market transactions, gaining momentum gradually until by March 1991 it should be handling the whole stock market.

Relit will involve automated central settlement, simplifying and regrouping the 24 settlement channels previously used by over-the-counter transactions.

Some banks did not see the impact Relit would have on their back offices. Some big retail banks saw what was coming, but not all," said Mr Yvonnick Pland, chairman of Eurotrades, a back-office service set up jointly by the Caisse des Dépôts, the state financial institution, and by SITE, a specialist in computer systems for the financial services industry.

Most banks have now taken the measure of the problem, and Mr Suant is confident that they will be ready to start up this autumn.

Several establishments, however, have opted for subcontracting their settlements.

However, Relit's progress has not been as smooth as the Paris financial world had hoped, and a number of problems still remain to be resolved.

In the first place, the co-ordinating committee has had to give up its initial plan to start the entire Relit system in one big bang. It became clear that this would put too much pressure on the market, and a more progressive start-up has now been agreed.

This will begin with over-the-counter transactions, moving on to the "comptant" or cash market, and finally to the "réglement mensuel" or monthly settlement market, Paris's first tier of stocks.

Secondly, no decision has been taken on what to do to banks or brokers who fail to deliver on time, on the fifth day after the transaction.

A system of fines is under discussion, but bankers say this will not in itself solve the problem of failed transactions.

"You cannot have penalties unless you have an alternative.

The simple fact of having penalties won't make someone's back-office system work any better," comments the head of settlements at one large bank.

The alternative to penalties would be a system of stock lending, enabling a bank or broker who does not have the right stock to deliver to borrow from other intermediaries.

Cotinter, an inter-dealer broker set up by Compagnie Paribas, Résidence et Société Générale, is due to start an electronic market for stock borrowing and lending at the beginning of March.

It is expected to include the largest banks and insurance companies, quoting rates for

AFBD and TSA seek regulatory harmony

By David Waller

THE ASSOCIATION OF Futures Brokers and Dealers and the Securities Association, two of London's self-regulatory organisations, are to look at ways of harmonising their common regulatory functions, it was announced yesterday.

A joint announcement said that staff from the two bodies would spend time over the next few months examining the scope for increased collaboration in the interest of cost-saving and greater efficiency.

The SROs said that greater

collaboration may provide a more comprehensive coverage of the derivatives markets and "should" therefore ensure enhanced protection for those investing with the firms concerned."

Both organisations felt that the current system of regulation was too complicated and created unnecessary duplication.

In addition, the AFBD's expertise in derivatives regulation can presently be applied only to its members, rather than to derivatives firms in

general. A reduction in the duplication of regulatory effort would allow staff to be used more efficiently and to better effect, the regulators said, as well as saving costs.

Another consideration would be that collaboration could give rise to a single point of contact with overseas derivatives regulators - and possibly to the Securities and Investments Board and other UK regulators as well.

This would "greatly

strengthen" the negotiating authority of the two bodies.

Mr Christopher Sharples, chairman of the AFBD, acknowledged that there was a pressing need for some rationalisation of the UK regulatory structure.

Mr Stanislav Yassukovich, Mr Sharples' counterpart at TSA, shared his view.

"We shall seek to achieve maximum efficiency and lowest possible costs consistent with good regulation," commented Mr Yassukovich.

Turnover in the total market was 2,422 contracts, slightly less than Wednesday, but still insufficient to keep the market fully occupied. A total of 14,855 calls and 13,573 puts were traded. The FTSE 100 index option traded 1,743 contracts, of which 1,049 were calls and 5,718 were puts.

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British Aerospace traded a total of 4,020 contracts, due mainly to one large 3,000 lot transaction in the May 1,500 puts. This was reflected in the turnover figures, which showed 4,000 puts having changed hands and 20 calls. The May 1,500 put was the busiest, trading 3,000 lots.

Amstrad's January profit, £

UK COMPANY NEWS

Lloyds sells Canadian arm for £93m

By David Barchard, Michael Murray in Hong Kong and Bernard Simon in Toronto

LLOYDS BANK, the smallest of the Big Four UK clearing banks, yesterday continued its retreat from overseas markets with the sale of Lloyds Bank Canada, its loss-making subsidiary, for C\$190m (£93.05m). The buyer was Hongkong Bank of Canada.

The sale is the latest in a series of withdrawals by Lloyds from international markets outside Europe and the intention is to fall back on its more lucrative core business and boost its capital ratios.

Last September Lloyds sold its US commercial banking

operation to Daiwa of Japan, and in 1988 it sold its Canadian retail operation.

Mr Brian Pitman, Lloyds chief executive, said: "We had very little chance in the Canadian market where we were very small against our competitors. We will now be able to reinvest the proceeds at not less than 20 per cent after tax."

Lloyd's Bank Canada made a loss of C\$95.5m before tax and extraordinary items in the year to October 31. Its capital and reserves total C\$222.5m and it has total assets of C\$4.5bn. The bank has a network of 54

branches and employs some 1,350 people.

Lloyd's gains from the sale may be offset by any unprovided loan losses up to a maximum of C\$100m and costs in funding agreed non-performing loans.

The merger creates by far the biggest foreign-owned bank in Canada as well as the largest retail network of any foreign bank. Citibank Canada has assets of C\$5bn, compared to C\$10.5bn for the enlarged Hongkong Bank of Canada. Lloyd's strength is in Ontario and Quebec, where it caters

mainly to upmarket retail customers and mid-sized businesses, while Hongkong Bank of Canada has 49 of its 61 branches in western Canada; so the two banks should make a good fit.

Mr John French, international general manager of Hongkong & Shanghai Bank, pointed to the substantial business connections between Hong Kong and Canada as a result of emigration from the colony where British rule ends in 1997. Toronto already has a large population of Hong Kong Chinese immigrants.

Photo-Me growth grinds to halt

By Clare Pearson

THE PROFITS advance at Photo-Me International, the world's biggest operator of photo-booths, virtually ground to a halt during the six months to end-October.

After charging depreciation, the company made pre-tax profits of £8.83m against £8.72m last time. Nonetheless the interim dividend is doubled to 12p, payable from earnings of 8.57p (8.18p) per share.

Mr Peter Berridge, company secretary, played down the sig-

nificance of the set-back. "I think people have been anticipating that our growth over the last couple of years would continue. But traditionally we have paused for breath every few years."

Mr Berridge said trading profits for the full year were expected to show a similar advance to that achieved at the half-year, when they rose to £12.5m (£11.79m).

Sluggish growth stemmed from a combination of increased investment and dis-

ruption arising from the company's move from Walton-on-Thames to Bookham, he said.

About six months' production had been disrupted as against an expected three months' work. But the increase in trading profits showed that costs had been contained.

Turnover stood at £52.1m (£50.29m). The depreciation charge rose from £1.1m to £1.4m. Photo-Me does not capitalise any research and development. Most of the investment went on developing dry imaging, or electronic imaging using videos to produce photographs.

The shares shed 5p to 345p.

Rank Xerox downturn

RANK XEROX, the office machinery manufacturer which is jointly owned by Xerox Corporation of the US and the UK's Rank Organisation, reported pre-tax profits down from £274.2m to £264.5m for the year to October 31, 1989.

Turnover was up 10 per cent to £2.54bn. Profit on ordinary activities before charges paid to Xerox were £418.2m (£415.2m). The charge included a proportion of the American parent corporation's research

and development and corporate overhead expenses from which Rank Xerox benefits.

Rank announced last month that its share of profits from Rank Xerox, calculated under a complex formula, increased six per cent to £159.6m (£150.5m).

Mr Jack Milligan, Rank Xerox's finance director, said that the share included a profit from Fuji Xerox, the associated company in Japan and the Far East.

SHARE STAKES

CARD GROUP: Norwich Union Life Insurance beneficially owns 2.85m convertible redeemable preference (8.01 per cent).

Capital Radio: Mr N Walmsley and Mr P Plimsey, directors, now hold 830,349 and 312,682 ordinary respectively after taking up options and selling certain ordinary.

Castille Communications: NM Rothschild Asset Management sold 31,500 shares, reducing interest to 375,000 (7.4 per cent).

Clarendon (UK): Hanover Nonnines holds 2.43m shares (6.17 per cent).

Clearmark Toyemaker Pension Trustee: sold 1.93m shares at 11p each; holding now 7.95m (6.48 per cent).

Courtyard Leisure: JM Donachie increased holding to 500,000 shares (6.2 per cent).

Derwent Valley: Prudential Portfolio Managers bought 40,000 and total now 762,234

ordinary (0.08 per cent).

Eurotherm International: funds under the control of Scottish Amicable Investment Managers hold 2.88m shares (6.69 per cent).

First National Finance: Robert Fleming group interested in 12.53m shares (7.83 per cent).

Forminster: bought 56,000 shares at 35p each for cancellation, leaving 2,794,326 in issue.

Jones and Shipman: MIM acquired 153,000 ordinary bringing holding to 883,000 (7.01 per cent).

Kingsgate: English and International Trust beneficially owns 297,000 ordinary (5.8 per cent).

Lamont Holdings: funds under the control of Scottish Amicable Investment Managers hold 1.74m shares (7.43 per cent).

Newmarket Venture Capital: The Equitable Life Assurance Society now has an interest in 2m shares (8.42 per cent).

DIVIDENDS ANNOUNCED

	Current payment	Date of payment	Corres - pending dividend	Total for year	Total last year
Amsted	0.4	Apr 12	0.4	-	1.4
Crambrook Elects	nil	-	0.75	0.5	1.25
Crest Nicholson	1.65	-	4.65	7.65	7.15
Green Property	2.34	Mar 30	2	3.8	2.1
Holland	1.25	Apr 8	0.65	1.9	0.9
River & Merc Trd	2.6	-	2.25	7.3	6.65
Scof Amer Inv	0.9	Apr 5	0.74	3.3	2.57
Trace Computers	0.55	Apr 8	-	-	-
Trust of Propri	1.333	Apr 20	0.888	1.333	0.933
Yooman Inv Trd	1.25	Apr 5	1	12.25	10.3
Young Group	6.2	Apr 30	3.25	7.8	3.25

Dividends shown pence per share net except where otherwise stated.

*Equivalent after allowing for scrip issue. TDM capital increased by rights and/or acquisition issues. BUSH stock. *Unquoted stock. #Third market. ♦Adjusted for sub-division. *British pence throughout.

BOARD MEETINGS

	TOMORROW DATES		
Interstate	Mar. 30		
HTV	Mar. 2		
Uncat	Mar. 1		
Macro 4			
Boston	Mar. 25		
Capital & Counties	Mar. 24		
Chadwick	Mar. 24		
Foreign & Colonial Inv	Pens. 28		
General Accident	Mar. 2		
Hammerson	Mar. 2		
Lat Service	Mar. 18		
Property Co of London	Mar. 20		
Reed	Mar. 20		
Vitacete	Mar. 6		

GARTMORE JAPAN WARRANT FUND

Registered Office:	23 rue des Bruyères L-1274 Luxembourg
Commercial Register:	Luxembourg Section B.25.005
DIVIDEND ANNOUNCEMENT	
TO THE SHAREHOLDERS OF GARTMORE JAPAN WARRANT FUND	
The shareholders of Gartmore Japan Warrant Fund are informed that the AGM held on 2nd February 1990 ratified the proposal of the Board of Directors to pay a dividend of US\$ 0.20 per share for shares subscribed and in circulation on 2nd February 1990, payable on 16th February 1990 against presentation of Coupon No 4.	
Shareholders can cash this coupon at the following bank:	
Banque Générale du Luxembourg	
27 avenue Monterey	
L-2100 Luxembourg	
Kenneth L. Reid	Appaloosa
Administrative Manager	Assistant Administrative Manager

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No brokers

Prudential makes £16m disposal in Australia

By Patrick Cockburn

Crest Nicholson shares tumble 30p as analysts slash forecasts

By Venessa Houlder

SHARES IN Crest Nicholson, the building and property developer, yesterday tumbled 30p to 160p after a cautious trading statement caused analysts to slash their profit forecasts.

Pre-tax profits for the current year are expected to fall short of those for the year to October 31, 1989 which the company yesterday announced had increased from £8.05m to £17.12m.

The company warned that it would show little, if any, profit in the first half year following a marked fall in house prices and a consequent reduction in margins. "The deterioration towards the end of the year exceeded our worst expectations," it said.

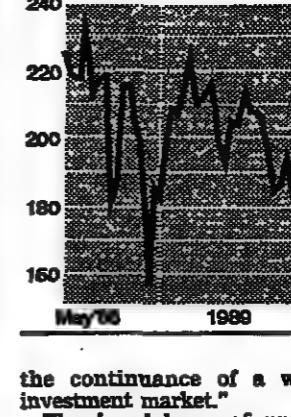
Mr David Donne, chairman, voiced his hopes that Wednesday's rise in the mortgage rate would not have as serious an impact as last October's base rate rise.

Prospects for the commercial property market had also deteriorated in the last three months, he said. "Even though our commercial development activities were outside its core businesses of investment management, life assurance and related services and the exposure was somewhat too great." Prudential Finance was owned by the Australian life fund of the Prudential Assurance Company through Prudential Finance Holdings. The latter still retains control of the two other businesses: a house builder and property being sold off for retirement homes.

Prudential has rapidly expanded its business in Australia since taking over the Australian life interests of Aetna of the US a year ago.

Crest Nicholson

Share price (pence)



the continuance of a weak investment market."

The breakdown of profits showed that residential property development had fallen from £25.56m to £17.32m. Crest Homes sold more than 1,300 homes in 1989 compared with more than 1,400 in 1988, a fall of 7 per cent. The commercial property division increased profits from £7.68m to £15.32m.

Borrowings at the year-end were £27m representing gearing of 11 per cent. The company said that in the circumstances this was a most

satisfactory position because most of its £217m bank facilities were unused.

Earnings per share increased to 26.32p (25.62p). A maintained final dividend of 4.65p was recommended making 7.65p (7.15p) for the year - a 7 per cent increase.

■ COMMENT

Coming hard on the heels of the Abbey National's rise in mortgage rates - which blunted most hopes of a continued uplift in the market - Crest's downbeat statement shook many housing analysts. The scale of the fall in residential property margins surprised the City and Crest's comments on commercial property have drained yet more confidence from that market. Looking ahead, the question is whether the company can muster any recovery in 1991. The uplift in the commercial property market and even if an interest rate cut brings buyers back to the residential market, Crest may find that the cost of land bought two years ago continues to depress its margins. Forecasts for this year vary widely but, assuming it makes pre-tax profits of £20m, the shares are not particularly attractive on a p/e of 11.

1989 RESULTS

Dividend increase for seventh successive year.</h

UK COMPANY NEWS

A substantial increase in oil prices forecast by the mid-1990s as dividends rise 10% BP reveals 13.4% improvement to £345m

By David Thomas, Resources Editor

BRITISH Petroleum yesterday predicted a substantial rise in oil prices by the mid-1990s as it announced an increase in its 1989 dividend to 14.9p, a 10 per cent rise on the previous year.

The company unveiled a 13.4 per cent increase in its after-tax profits on a replacement cost basis in the fourth quarter of 1989, although full-year figures fell back by 5.2 per cent to £1.361bn compared with 1988 which included results for mineral assets sold last year.

Sir Peter Walters, who was presenting his last set of results before retiring as BP chairman, said the company was assuming that oil prices would reach \$25 a barrel by 1995, as against a predicted average figure of \$18 a barrel this year. "We have a feeling that if it is going to be different, it will be on the upside," he said.

Sir Peter, who is due to hand over to Mr Robert Horton in March, highlighted the seventh consecutive annual rise in BP's dividend.

The City reacted well to the results and the announcement of a 3.95p dividend for the fourth quarter, marking the shares up 3.4p to 14.9p.

However, some analysts were dismayed at the 33 per

cent decline in fourth quarter operating profits in BP's chemicals business to £25m. BP predicted continuing pressure this year on margins in both its chemicals and refining operations.

On a historical cost basis after taxation, which includes gains or losses from stock holdings, full-year profits jumped by 44 per cent to £1.744bn, reflecting stock holding gains of £383m.

The company enjoyed an extraordinary after tax profit of £390m in 1989 from the sale of most of its minerals interests and of coal interests in Australia and South Africa. The fourth quarter result was



Sir Peter Walters (left) with Robert Horton, chairman elect

Appointment breaks new ground



Carl Hahn

BRITISH PETROLEUM has broken new ground by appointing Dr Carl Hahn, chairman of Volkswagen, as a non-executive director, writes David Thomas.

Dr Hahn will be the first Continental European on BP's board. His appointment is part of a small, but growing trend for large European companies to appoint directors from outside their home base in the run-up to 1992.

BP said that Dr Hahn would bring to its board not only his experience in the motor industry but also of the German market, both west and east.

Dr Hahn was born in 1926

in what is now East Germany and Volkswagen has been forging links with East Germany since the crumbling of barriers between the countries.

BP recently made its first step into the East German market by opening a service station in Dresden. In 1989 it made profits of DM406m on sales of DM12m in West Germany.

The company said yesterday that Dr Hahn's appointment reflected its awareness of the growing centrality of Germany in European affairs. "Clearly, Germany is going to be a much more important place over the next ten years."

boosted by a pre-tax profit of £93m from the sale of part of BP's City headquarters.

Interest expenses for the year rose to £794m (£62m), reflecting a number of factors including debt incurred to repurchase shares from the Kuwait Investment Office in March.

The repurchase of the shares also helped to explain the jump in earnings per share to 31.6p (20p) in the year. Funds generated from operations during the year amounted to £4.773bn, compared with £3.488bn last year.

The group's debt-to-equity ratio stood at 42 per cent at the end of the year, up five percentage points from the beginning.

However, the company is predicting an influx of £1.4bn from disposals this year. About £1bn of this will be from disposals already completed, with the remainder coming from mineral, coal and property assets earmarked for sale.

The company said this

should reduce its gearing to about 38 per cent by the end of this year.

BP's exploration and production business made replacement cost operating profits of £1.574bn (£1.361bn) in 1989.

Total crude oil production averaged 1.42m barrels a day (b/d) compared with 1.55m b/d in 1988. The group is forecasting relatively stable production at about 1.5m b/d in the medium term.

Refining and marketing operating profits fell to £732m (£762m), which BP attributed mainly to increases in product costs. Chemicals advanced to £540m (£513m) over the year, but lower margins contributed to the fourth quarter decline.

Nutrition's operating profits advanced to £45m (£14m) and coal's operating profits were also up at £28m (£20m).

Capital expenditure and minor acquisitions amounted to £3.503bn, compared with £3.629bn last year.

See Lex

Amstrad beats City forecasts in spite of sharp fall to £30m

By Michael Skapinker

AMSTRAD, the computer and consumer electronics group, yesterday announced pre-tax profits of £20.1m for the half year to December 31, sharply down on the previous year's £25.3m but well above City expectations.

Turnover was slightly up at £273.75m (£248.77m). The interim dividend was an unchanged 4.4p, payable from earnings of 3.43p (4.97p).

City attention had been firmly fixed, however, on the level of Amstrad's inventories. At the end of last June stocks stood at £232m and peaked at £235m in September.

Mr Alan Sugar, Amstrad's founder and chairman, said yesterday that its inventory would be down about one third by the end of this month. He added that net borrowing had reached £14m last September, but that the company would be in a neutral cash position by the end of February.

Some stock reductions had been achieved by the sale of audio products, video cassette recorders and camcorders at cost or below. He said that sales of high margin business and home computers, word processors and satellite equipment had been good. However, stocks of Amstrad's top-of-the-range PC2386 computer remain high. Analysts at a briefing at Amstrad's Brentwood headquarters yesterday said that the company still had two years' stocks of the computer at current rates of sale.

Mr Sugar said that "there was a time last year when I was very nervous. Things were going wrong all the time." He insisted, however, that "that's behind me."

He added that the remainder of the 1989-90 financial year would be a time of continued consolidation. "From July 1, will be the year to make money," he said. He had particularly high hopes for sales of satellite receiving equipment in West Germany, where four Astra satellite channels had recently become available.

He said that he had learned from his mistakes of previous years and had instituted new management and quality controls.

Last October, Amstrad announced that it had appointed several new senior executives and had turned its UK operations into a separate subsidiary. Mr Sugar said yesterday that the new managers and the systems they had introduced should help to avoid the "nightmare lesson" he had had to learn in Spain. A few years ago Mr Sugar said he regarded Amstrad Spain as a superb organisation. Last October, however, the managing director of the Spanish subsidiary resigned and new managers were installed.

Mr Sugar said he had previ-

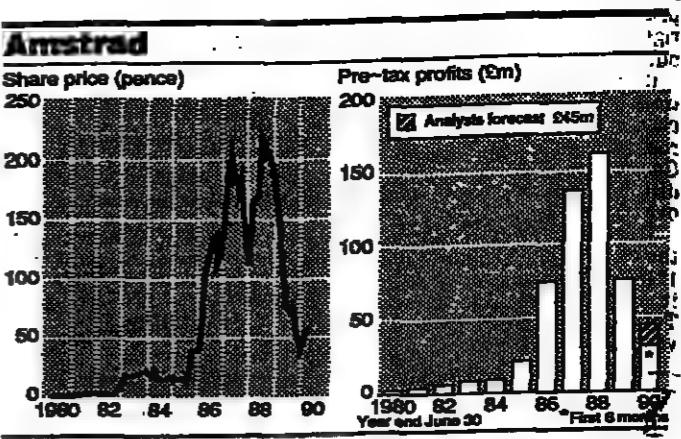
ously been impressed by the sales levels the Spanish subsidiary had achieved, adding, however, that "we didn't have the analysis in place to know that they were spending more than they were selling."

He said that the company was also paying far more attention to the quality of goods it received from its suppliers. Last year Amstrad recalled 7,000 of its computers after faulty appeared in some of their hard disc drives.

Amstrad, he said, was improving quality by carrying out "all the mundane and boring tasks that you have to do in a high technology business. Anyone in the computer industry realising this will say 'boring'. It's what all companies should do. We're doing it now. Sorry, it won't happen again."

To convince the market that he is back on track, Mr Sugar knows that he needs to produce some fast-selling new products. Despite the progress so far, Amstrad's share price rose only 2.4p yesterday, closing at 57.4p.

See Lex



Rebel Norfolk directors resign

By John Thornhill

LADY JOSEPH and Mr Tony Good have resigned as directors of the embattled Norfolk Capital Group and intend to vote their 5 per cent shareholding in favour of the £176m all-share takeover offer from Queens Moat Houses.

Their resignation follows last month's failed management coup against Mr Peter Eyles, Norfolk's managing director.

At a shareholders' meeting, Lady Joseph and Mr Good had supported proposals made by Balmoral International - which owns 13 per cent of Norfolk - to force Mr Eyles to

resign and appoint Mr Peter Tyre, Balmoral's managing director, to the Norfolk board. Balmoral had been severely critical of Norfolk's "dismal performance."

These resolutions were decisively defeated by Norfolk's shareholders and following the meeting, Mr Good and Lady Joseph were asked to consider their positions as non-executive directors of the company.

Mr Anthony Richmond-Watson, Norfolk's chairman, said their resignation would strengthen the company's arguments against Queens Moat's "totally inadequate

offer."

"In launching its bid Queens Moat has sought to take advantage of a divided board. With the resignation of Mr Good and Lady Joseph that opportunity no longer exists. The board is wholly united," he said.

Lady Joseph and Mr Good said they believed the Queens Moat bid undervalued Norfolk's assets, but they nevertheless proposed to accept the offer given the discount to net asset value in Queens Moat's own share price and their concern as to the likely effect on Norfolk's share price should the offer fail.

This announcement appears as a matter of record only.

McInerney

McInerney Estates plc

£10,000,000

9.675 per cent Guaranteed Cumulative Redeemable Preference Shares 1997 of £1 each

Guaranteed by:

**McInerney Properties plc
and BACOB Savings Bank s.c.**

The undersigned arranged the placement of this issue:

Chase Investment Bank Limited

December 1989



[Handwritten signature]

The following changes in company share stakes have been announced recently:

Geewer: Charles Gill sold 300,000 ordinary reducing total to 942,236 (4.38 per cent).

Hedges Maclellan: Robert Fleming Holdings interested in 4.85m shares (5.13 per cent).

Humblet Baltic Group raised interest to 14.00 per cent and is largest single shareholder.

Harrison Malayan Estates: Permodalman Nasional lifted interest to 10.75 shares (12.65 per cent).

Hilshire: South Yorkshire Pension Fund bought 50,000 ordinary at 85p; total interest 543,500 (19.5 per cent).

Hughes Food: Sopagri, French investment company, bought 250,000 ordinary, increasing interest to 7.25m (9.9 per cent).

Johnstone Group: Philippa Ann Marriott and James Johnstone each bought 19,225 shares.

Total holdings 683,165 (6.52 per cent) and 76,565 (0.45 per cent) respectively.

LAT Holdings: Globe Investment increased holding to 3.83m shares (6.55 per cent).

Merchant Manufacturing Estate: Frog Eye has acquired 1.65m ordinary (6.17 per cent).

Mersey Docks: Robert Fleming group interested in 5.66m shares (9.42 per cent).

Midsummer Leisure: funds under the control of Scottish Amicable Investment Managers hold 5.76m shares (10.9 per cent).

Optiva Group: Provident Mutual now has an interest in 8.12m ordinary (10.1 per cent).

Ossory Estates: The interests of the Prudential Corporation Group of Companies, together with those of segregated funds managed for clients in the ordinary share capital of the company, is now 14.85m ordinary shares.

Perkins Foods: interest of Friends Provident Life dropped below 5 per cent.

Principal Hotels: TW West, a director, sold 3.77m ordinary at 85p each; holding now 6.17m (14.4 per cent).

Queens Moat: Kuwait Investment Office sold 250,000 shares at 101p; holding now 9.19m (1.26 per cent).

Rexal Electronics: BNT (Nominees) reduced interest to 2.35m shares (22.36 per cent).

River & Mercantile Geared Capital and Income: Kleinwort Benson Investment Management held for clients under dis-

cretionary management, 790,740 ordinary income shares (5.6 per cent).

Saltire Insurance: British Empire Securities acquired 2.15m ordinary making total 4.48m (19.9 per cent).

Scottish TV: London Überior (Las Group) nominees have sold 100,000 ordinary shares and now hold 519,260 (4.82 per cent).

Perkins Foods: interest of Friends Provident Life dropped below 5 per cent.

Principal Hotels: TW West, a director, sold 3.77m ordinary at 85p each; holding now 6.17m (14.4 per cent).

Queens Moat: Kuwait Investment Office sold 250,000 shares at 101p; holding now 9.19m (1.26 per cent).

Rexal Electronics: BNT (Nominees) reduced interest to 2.35m shares (22.36 per cent).

River & Mercantile Geared Capital and Income: Kleinwort Benson Investment Management held for clients under dis-

Symonds Engineering: GA Rowley, director, acquired 112,785 ordinary at 36p, and holds 764,223 (7.85 per cent).

Thornton (GW): South Yorkshire Pensions Authority increased holding to 521,000 (7.9 per cent).

Throgmorton Trust: Prudential Corporation no longer has a notifiable interest.

Wholesale Fittings: M and G Group has notifiable interest in 860,000 ordinary (6.09 per cent), carrying right to vote.

Worthington (AJ): Henry Schindler and Seymour Gordon, both directors, bought 50,000 shares each, at 44p and 45p. They each hold 3.49m (34.91 per cent).

Yelverton Investment: CH Bailey sold 155,000 ordinary, it holds 575,000 (4.93 per cent) and £153,750 of 8 per cent convertible unsecured loan stock 1997.

UK COMPANY NEWS

Tonks surprises City with £32m cash call

By Richard Tomkins, Midlands Correspondent

NEWMAN TONKS, the Birmingham-based architectural hardware manufacturer and distributor, yesterday surprised the city with a £22.3m rights issue aimed at wiping out group borrowings.

It is also selling its gas controls businesses for about £10m cash and carrying out a boardroom reshuffle that will see Mr Geoff Gahan, a non-executive director for two years, take over as chief executive.

The rights issue, which left the existing shares down 10p at 174p, was unexpected because it came three weeks after Tonks accompanied its full-year results with indications

that it would tackle its 45 per cent gearing through the disposal of non-core businesses.

It is likely to increase the market's forebodings that the present high level of interest rates may trigger a string of cash calls by companies which have borrowed to finance expansion and now want to cut their debts.

Last year Tonks spent £50m on acquisitions, £20m of it in cash, partly to build up its presence in the US and continental European markets and partly to establish a distribution network in the UK.

The rights issue is of 22.1m

shares at 150p on the basis of one for four ordinarys and one for eight convertible preference shares. It is underwritten by Barclays de Zoete Wedd.

The group is selling its gas controls businesses, Jeavons Engineering, Bowden Bros and James Southerton, to International Gas Apparatus, a company ultimately owned by Ruhrgas of West Germany.

The two moves will leave the group with about 85m of net cash compared with net borrowings of £26.4m at its October 1989 year-end.

Tonks' outgoing chief executive, Mr Doug Rogers, is to become non-executive chair-

man. His wife is ill and the move means he will be able to spend more time with his family.

• COMMENT

There was a hint of *désig* yesterday in Tonks' rights issue yesterday. In March 1988 Lucas Industries, a company with its headquarters just a few hundred yards away from Tonks in Hockley, Birmingham, used identical reasoning to justify a £163m rights issue. Lucas was accused of opportunism and even now has barely been forgotten. There is little reason to suppose that Tonks will not suffer similarly. Other compa-

nies, after all, manage to expand overseas without recourse to shareholders and the City thought it had been given a clear message in January that a couple of divestments would be enough to forestall Tonks' bill. There are low marks, too, for timing, with shareholders being asked to put their money behind an untested chief executive. On the positive side, the rights should marginally add to earnings per share and the company expects to maintain the healthy dividend yield on the extra equity. As with Lucas, the answer seems to be to grumble and stamp up.

New owners to review future of Yorkshire Bank after £1bn buy

By David Barchard

YORKSHIRE BANK, the Leeds-based banking group whose £1bn sale to National Australia Bank was completed this week, revealed yesterday that three other foreign banks – one from Australia and two from Continental Europe – had also been in the running.

A strategic review of the bank's future inside the National Australia Group is to get under way next month. Yorkshire is examining scope for co-operation with Clydesdale and Northern, the other National Australia banks in

the UK.

Mr Graham Sunderland, group managing director, said he was pleased that Yorkshire Bank had been bought by an Australian group with similar banking traditions to those of the UK.

It emerged yesterday that the bank's total assets rose from £3.18bn to £4.05bn, while lending was up from £1.88bn to £2.22bn.

"The results are perhaps not our usual form but I am confident that we can continue to outperform the sector," said Mr Sunderland.

"Our cost/income ratio of 57 per cent is among the best in the industry," he added. However, it was slightly higher than the 55.6 per cent ratio of 1989.

The bank's results would have been about £10m higher without exceptional items including a special bonus of £7m to the staff and £2m in costs incurred during the raising of subordinated debt to recapitalise the bank.

Charges for bad and doubtful debts were up from £13.8m to £18.2m. Mr Sunderland said that Yorkshire Bank was making fairly substantial provisions against bad debts not because it took a particular view of the market, but because its provisioning levels were governed by set formulas and came into force automatically.

Young attacks coal supply deal

MR ROBERT Young, chairman of Young Group, the USM-listed private coal producer, yesterday hit out at the agreement between British Coal and the electricity supply industry in the run up to the latter's privatisation.

"Following the conclusion of these arrangements the electricity supply industry has been reluctant to negotiate on the same terms with private coal producers," he said.

The group's current contract negotiations with the industry have yet to be resolved and Mr Young said while he hoped

that the "unfair treatment" of private producers would be relatively short-lived, it would inevitably have an impact on the group's activities.

The statement came as the County Durham-based producer announced taxable profits ahead 12 per cent to £2.84m in the year to December 2 1989.

Although pressure on prices continued, the period had, Mr Young said, seen the group perform well under difficult circumstances. "In spite of some political and public opposition to private coal mining, I

Trust of Property

Trust of Property Shares Trust of Property Shares reported net assets per 50p share down to 104.9p at the end of 1989, against 110.44p a year earlier. Net revenue in the year, however, advanced from £20,680 to £33,852 after tax of £24,710 (£21,047). Earnings per share were 1.684p (1.01p) and the dividend is increased from 1.683p to 1.333p.

A one-for-ten scrip issue is also proposed, together with a free issue of new warrants on a one-for-ten basis – entitling holders to subscribe for one ordinary share at a fixed price during the specified period in each of the years 1991-2000.

Colonnade shares suspended

By Andrew Bolger

SHARES in Colonnade Development Capital, a small investment company which is facing a hostile 163p per share cash bid, were yesterday suspended by the Stock Exchange at 165p.

Colonnade has rejected as inadequate the £3.24m offer made by Stratagem Group, the investment company.

Stratagem said it had been informed that suspension was requested because of concerns that Stratagem may have breached the listing obligation to obtain shareholders'

approval for all purchases in excess of 25 per cent of net assets, and about concerns that that may have created a false market for Colonnade shares.

Mr Bernard Kerrison, Stratagem's chairman, said those concerns had arisen in the context of Stratagem's purchase on February 9 of sufficient shares in Colonnade to take its stake above 25 per cent, putting Stratagem in a position to block Colonnade's capital repayment and liquidation plan announced on February 8. Colonnade had told share-

holders that its proposed capital repayment and liquidation should provide 204p per share by the end of the year.

Stratagem said it understood the suspension would continue until the Stock Exchange and Takeover Panel decided what action, if any, need be taken.

Last December Stratagem led the shareholder opposition which blocked a plan by Colonnade to reorganise its management and purchase British & Commonwealth Holdings' development capital arm, Colonnade's investment manager.

COMPANY NEWS IN BRIEF

BEALES (JOHN) is acquiring certain of the trading assets of the Newcastle-upon-Tyne branch of Ryan-Jayberg relating to refrigeration contracting and maintenance in the north east of England for a total of £536,000 satisfied by the issue of 247,000 shares.

COOK (WILLIAM): recent rights issue was taken up as to 4.09m shares (89.8 per cent of the issue).

FISHER (ALBERT): Group: recent rights issue was taken up as to 127.6m shares (92.68 per cent of the new shares offered).

HAY (NORMAN) is to dispose of Borough Platting to Borough for at least £650,000 cash, up to a maximum £775,000.

HYMAN: ER Carpenter has received irrevocable undertakings to accept its offer in respect of 8.75m stock units (19.74 per cent).

PORTALS HOLDINGS has acquired, through its Bradley

Lomas Electrellok subsidiary, Simpkin Machin & Co, the UK's largest maker of fixed and powered smoke curtains, for just under £1m.

WATERGLADE International has paid DDM5 (£2.83m) for a further development site in West Germany. The site comprises a building in the town centre at Wiesbaden, which the company will totally refurbish. When completed, it will have an investment value of DM16.5m.

WHEWY has sold its 50 per cent share in Whewy Becker, Walsall-based chain maker, for £600,000 cash. Becker's contribution to Whewy in the year to September 30 was nil from turnover of £7.1m.

WHITEGATE LEISURE has contracted to purchase the Moulin Rouge Discotheque and Montmartre Night Club in Chesterfield. Total consideration payable for the leasehold properties will be £1.125m.

FINANCIAL FUTURES + OPTIONS

The Financial Times proposes to publish a Survey on the above on

7TH MARCH 1990

For a full editorial synopsis and advertisement details, please contact:

Edward Macquisten

on 01-873 3688
or write to him at:
Number One, Southwark Bridge
London SE1 9HL

FINANCIAL TIMES
LONDON'S BUSINESS NEWSPAPER

U.S. \$250,000,000



BANK OF BOSTON CORPORATION
Subordinated

Floating Rate Notes Due 2001
Issued 10th February 1990

Interest Rate 8 1/4% per annum
Interest Period 16th February 1990
Interest Amount per U.S.\$50,000 Note due 16th May 1990
16th May 1990 U.S.\$1,042.97

Credit Suisse First Boston Limited
Agent Bank

U.S. \$150,000,000

First Bank System, Inc.

Floating Rate Subordinated Capital Notes Due 1996

Interest Rate 8 1/4% per annum
Interest Period 16th February 1990
Interest Amount per U.S.\$50,000 Note due 16th May 1990
16th May 1990 U.S.\$1,042.97

Credit Suisse First Boston Limited
Agent Bank

Still climbing.

British Airways' pre-tax profits increased in the third quarter to December 31, 1989, climbing 39.2 per cent to £71 million. This took the total for the first nine months to a record £330 million, up 20.9 per cent.

Group turnover for the nine months was £3,720 million, up 13.9 per cent, with earnings rising to 29.7 pence a share.

Traffic increased by 8.5 per cent, with 18.1 million passengers carried on scheduled services.

Raised £320 million through a rights issue of capital convertible bonds.

Acquired a 20 per cent stake in Sabena World Airlines.

Renewed air links with Argentina.

BRITISH AIRWAYS

The world's favourite airline.

COPIES OF BRITISH AIRWAYS' THIRD QUARTER REPORT WILL SHORTLY BE AVAILABLE FROM INVESTOR RELATIONS (S338), BRITISH AIRWAYS PLC, PO BOX 10, HEATHROW TW6 2JA.

ALBRIGHT & WILSON

1989 RESULTS

	1989	1988
Sales	£694.7	£655.0
Trading profit	56.8	49.2
Capital expenditure	55.5	51.6
Net capital employed (end of year)	326.6	255.8
Return on capital (average in year)	19.5%	19.1%
Return on sales	8.2%	7.5%

The above figures and the notes below relate to the Group managed by Albright & Wilson, including companies owned directly by Tenneco.

- Sales rose in both volume and value, with the main features being growth in North America and a fall in sales from UK detergents plants, where output was restricted by major production problems.
- Trading profit rose by 16%, reflecting strong performances in the Phosphates & Organics group and in pulp chemicals in North America as well as the benefits of the closure of the Long Harbour phosphorus plant; the production difficulties, however, caused a sharp fall in UK Detergents.
- Results in 1989 benefited from acquisitions made in late 1988/early 1989 in Spain, the USA and New Zealand and from the effect of the fall in the value of sterling on the translation of non-sterling results; these factors were, however, partly offset by the effect of disposals made in 1988.
- Capital expenditure was again at a record level, the major areas of expenditure being phosphorus chemicals and detergents in the UK and sodium chloride in Canada.
- Following the commissioning of the second stage of expansion in sodium chlorate at Buckingham, Quebec, towards the end of 1988, further major expansions were begun during 1989 at Buckingham and at Vancouver and preparations were completed for a new plant in Alberta.
- The Long Harbour phosphorus furnaces were closed in mid-year and commissioning of the purified wet phosphoric acid plant in North Carolina started just after the end of the year.



Copies of the Review of the Year may be obtained from Corporate Affairs Department at the address below after 2nd April 1990.

Albright & Wilson Ltd.,
1 Knightsbridge Green, London SW1X 7QD

TENNCO
A Tenneco company

CONTRACTS & TENDERS

NEW NOTE PRESS (PROJECT) RESERVE BANK OF INDIA

NOTICE INVITING APPLICATIONS FOR
PRE-QUALIFICATION FOR SUPPLY AND
COMMISSIONING OF EQUIPMENT FOR PRODUCTION OF
BANK NOTES (AT TWO LOCATIONS IN INDIA, EACH WITH
A LARGE CAPACITY)

REFERENCE NO. BNIM 1/1990

Applications are invited from experienced and reputed parties for pre-qualification bids for supply, erection, supervision and commissioning of following major equipment and services for printing and finishing of Indian Bank Notes.

- Sheet and/or Web fed printing machines suitable for offset, intaglio and combination printing.
- Sheet numbering machines.
- Automatic finishing lines for cutting, bending, stitching and strip winding of note bundles.
- Note sorting machines.
- Single Note numbering machines.
- Random Note numbering machines.
- Design, engraving and reproduction facilities.
- Equipment for wiping-solution preparation for intaglio printing units.
- Equipment for preparation of intaglio inking rollers, wiping cylinders, etc.
- Plate making equipment for offset and intaglio plates.
- Equipment for treatment of ink waste and plate-making effluents.
- Auxiliary equipment for the above.
- To provide expertise in preparation of layouts and design for interfacing with consultants.
- After-sales service and supply of spares on long-term basis.
- Training of personnel.

The intending applicants must have executed large orders of similar nature of a value say not less than Rupees 150 million in a single contract in the past and should be in a position to supply the above equipment and services for integrated lines of production.

The pre-qualification bids shall contain the following information about the applicant parties:

- (a) Registered name and address, Telephone/Telex/Fax No.
- (b) Annual Accounts for the last three years, Income-tax clearance certificates and solvency certificate.
- Bankers' references and an ability to provide suppliers credit/financial package.
- (c) Details of design and manufacturing facilities and skilled personnel in employment.
- (d) Details of the firms/organisations to whom similar equipment was supplied and commissioned with details of number, type and value, date of contract, scheduled time of completion and actual time of completion, etc.
- (e) Current similar orders under execution with all other relevant details.

Sealed applications in four copies alongwith enclosures must reach the following address latest by 1300 hrs. IST on 16th March, 1990:

Managing Director (Designate)
New Note Press (Project)
Reserve Bank of India
1st floor, Main Building,
Shaheed Bhagat Singh Road,
Fort, Bombay 400 001, INDIA.

The sealed envelopes shall be superscribed as follows:
"APPLICATION FOR PRE-QUALIFICATION FOR NEW
NOTE PRESS (PROJECT) — REFERENCE
NO: BNIM 1/1990".

New Note Press (Project), Reserve Bank of India reserves the right to reject any or all application(s) for pre-qualification without assigning any reason, whatsoever.

The applicants who are deemed to have pre-qualified will be advised to purchase tender documents by paying the prescribed fee and no general notice inviting tenders for the above will be issued.

EMPRESA LINEAS MARITIMAS ARGENTINAS S.A. Ministry of Works and Public Services Secretary of Transport RESTRUCTURING OF E.L.M.A. S.A. FLEET

Law 23.656 on the reform of the State Decree 389

Notices are hereby given of an International Public Tender in order to proceed with the restructuring of the fleet of ELMAs S.A. by means of the continuous understanding of the following questions:

- (a) The sale of ships "BO LIMA", "BO RIO", "CON SELVA", "LA PAMPA", "LA TIGRE", "TOUY Y TUCUMAN", "ALMAGRO", "SAN MARTIN", "DR. ATILIO MALVANI", "PIE RAMON S. CASTELLO", "ORAL MARTEL BELGRANO", "LA REINA", "SAN JUAN" and "SANTA CRUZ".
- (b) The incorporation by leasing or bare boat charter - with option to purchase - of eight container or multipurpose vessels capacity 4 years.

The notice for sale is in commercial operation and deadline date is 15/03/90 in respecting them should communicate with the commercial management of ELMAs S.A. (Corrientes 389, plus 44 - Tel. 312.5408 or 312.4661 ext. 234, tel. 312.4659 - 23047 ELMAs AR) and/or with its delegations abroad:

BRAZIL: AV. RIO BRANCO 22 - 16 ANDAR
RIO DE JANEIRO - CEP 20092
TELEFAX NO 2120684 - 2122049

GERMANY: KLEINER KÜNSTLERSTRASSE, 11
2000 HAMBURG 36
WEST GERMANY
TELEFAX NO 7125000 112 0

VIALE ARDUATO BRAGGIO 1403
16122 GENOVA - ITALY
TELEFAX NO 010-52050 1205000 11207

FAR EAST: SWISS HOUSE - 36 floor
14 KISHIMATSU CHIYODA-ku
TOKYO 102 - JAPAN
TELEFAX NO 7027200 112 0

ASIA CENTRE 19/05
20/F, 17A, CALUM STREET
SINGAPORE 0106 - SINGAPORE

ONE EMBASSY PLAZA A
7th FLOOR
JERSEY CITY, N.J. 07302
TELEFAX 201-439999

BASE PRICE OF THE VESSELS FOR SALE: Specified in the details of conditions.

CONT OF THE DETAILS: General conditions, appendix I (and), appendix II (and), or bare boat charter
LAW OF CONTRACT: General conditions and appendix II U.S. 2,000.

CONSULTATION AND SALE OF DETAILS: From 16.02.90 to 07.03.90 in Corrientes 389,
lower ground floor, Purchasing Department, ELMAs S.A. Arns, Argentine Republic.
(Tel. 312-2221, 312-4661 ext. 2303 tel. 312.4659 ext. 2303) in its Delegations abroad.

Opening of offices 16.03.90

LEGAL NOTICES

WARDLEY INVESTMENT SERVICES INTERNATIONAL LIMITED

Registered Office: 3 Hercules Exchange
Square, London EC4R 8QH Telephone: 01-852 11000

Facilities: 2000 Members, a number of MIFCO
TO WHOM IT MAY CONCERN

Notice is hereby given pursuant to Section 175 of the Companies Act 1989 THAT:

- 1) The above-named Company has approved a payment out of capital for the purpose of securing its own shares.
- 2) The amount of the permissible capital payment for the shares in question is £100,000 and the date of payment is 27 February 1990. Conditions relating to payment of such payment out of capital was passed on 8th February 1990.
- 3) The statutory declaration of the Directors of the Company, registered office at 3 Hercules Exchange, London EC4R 8QH states that a prior notice of 21 days was given of the passing of the said Act. A copy of the Act may at any time within the five weeks immediately preceding 8th February 1990 appear to the court under sections 176 and 177 of the said Act for an Order prohibiting the payment.
- DATED the 16th day of February 1990
BY ORDER OF THE BOARD
J.S. Murphy
Director

D.W. Evans
Secretary
16th February 1990

BUSINESS FOR SALE

LEASEHOLD GARAGE FOR SALE

Valuable corner site. 8-10 car showroom. 20 car outside display area. 6 bay workshop. Large 2 bedroom flat. Petrol forecourt and accessory shop with open supply agreement. TEL: 0373 73203

UK COMPANY NEWS

Jameel raises the stakes in its battle for control of the motor group Hartwell spurns improved offer

By John Thornhill

THE JAMEEL Group yesterday raised its offer for Hartwell from £151.3m to £172.4m in an attempt to win a recommendation from the board of the London-based motor group.

But an hour after the announcement of the revised bid, Hartwell firmly rejected the approach. It claimed the offer was still "totally inadequate," sparking a bitter battle of words between the two sides.

Mr Rupert Carington, chairman of Oakhill through which the offer is being made, hit out at Hartwell's management. "What we find so extraordinary is Hartwell's fast reaction in refusing this bid."

"We are going to win this either today or in the near future," he added. "We are not going to go away."

Mr James Alsharhan, Jameel Group quickly moved to strengthen its position and sent its brokers, James Capel, into the market to buy shares. It snapped up a further 7 per cent of Hartwell's shares taking its total holding to 29 per cent. It also now owns 45.23 per cent of Hartwell's convertible preference shares.

Jameel argued that its revised offer worth 155p (18p) per ordinary share and 142.1p (12.47p) for each convertible preference share represented a prospective exit multiple of 18 times Hartwell's own 1990 forecast. This was a "huge premium to the ratings of other UK motor distributors."



Rupert Carington (left) and John Wei, chief executive: "going to win"

it said.

But Mr Peter Huggins, Hartwell's chairman, was dismissive of Jameel's claims. "It is a miserable increase in the offer. It does not reflect the full value of our company."

Stripped of Hartwell's property assets, the Jameel offer valued the company's motor and oil businesses at 12.2 times their prospective earnings, below the going-rate for the sector, Mr Peter Barrett, finance director, argued.

The offer wholly failed to reflect "the full value of Hartwell's motor franchises, its property portfolio and its future prospects," the company claimed.

Hartwell's share price

climbed 10p to 158p.

Jameel's offer is final unless another bidder emerges.

A spokesman for Mercedes-Benz UK said yesterday that the company would not transfer to the Jameel Group if its bid were successful.

Hartwell currently runs three Mercedes-Benz dealerships: one car dealership in Manchester, and two commercial dealerships in Ipswich and Norwich.

Mercedes-Benz said that the company would prefer to work with a British-based distributor and expressed concerns about the ambiguity caused by a contested takeover. "We believe that a hostile takeover is not a good basis for a stable relation-

ship between us and the dealer."

Jameel too has signalled that its four Jaguar dealerships run by Hartwell would not be automatically transferred. "We have informed the Jameels that because they have no background in the marketing of luxury cars their application for our franchise would be very unlikely to succeed," a spokesman said.

Ford has already said that it would review its dealerships with Hartwell in the light of a takeover. But both Vauxhall and Rover, which between them have 14 dealerships with Hartwell, said yesterday that they had an objection in principle to the Jameel Group being franchise holders.

Turnover increased to £11.22m (£9.83m). The growth was partially attributed to the strong order book at the beginning of the period. This had marked a significant improvement over the previous year.

The loss per share came out at 4.28p (3.51p earnings) and the directors are proposing to pass the final dividend leaving a total for the year of 0.5p (1.25p).

Turnover increased to £11.22m (£9.83m). The growth was partially attributed to the strong order book at the beginning of the period. This had marked a significant improvement over the previous year.

There was an operating loss of £236,000 (£545,000 profit).

The pre-tax figure was struck after a higher net interest charge of £191,000 (£125,000) and an exceptional loss this time of £22,000.

Cranbrook dives into the red in second half

By Clare Pearson

CRANBROOK ELECTRONIC Holdings, the USM quoted distributor of high technology electronic components and subsystems, fell into pre-tax losses of £489,000 in the year to the end of September.

This compared with profits of £240,000 last time, which were double the results of the previous 12 months.

At the interim stage there was a profit of £113,000. The shares closed 5p lower at 42p.

Mr Tony Diamond, chairman, said that once again certain worldwide supplier shortages had not allowed the group to achieve its full potential. The slowdown in the UK economy had been evident in the level of new orders taken in the second half.

He added that the board saw no reason why the setback in the year under review should affect its long-term objectives.

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SHARE STAKES

Dobson Park: Confederation Life increased holding by 100,000 shares to 8,156.

Dunton Group: Huntley Holdings acquired 26,000 ordinary shares (17.6 per cent).

Equity Consort Investment: NM Rothschild Asset Management has a notifiable interest in 186,375 ordinary (9.16 per cent) and 312,110 deferred (14.42 per cent) through discretionary holdings.

Gartmore European Investment: Barclays Bank holdings on behalf of various clients reduced to 2,135.

SHARE STAKES

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Dunton Group: Huntley Holdings acquired 26,

FINANCIAL TIMES SURVEY

8 Heathrow Airport and good communication links have ensured the Thames Valley's success as Britain's own "Silicon Valley" for high technology industries. But the vibrant and bustling region also has its problems, as Stewart Dalby explains here.

High tech artery

WHEN, in 1962, Edward Kennedy, the youngest of America's Kennedy brothers, fought the Massachusetts Senate seat that had been held by his elder brother Jack, it was said that three factors had ensured his victory.

The first was his father's money, the second was his father's money, and the third was his father's money.

One could say, in similar vein, that there are three reasons why the Thames Valley has become the hub of multi-national high technology industries, Britain's own so-called "Silicon Valley".

The first is Heathrow Airport, the second is Heathrow Airport and the third is Heathrow Airport.

For the newer bio-technology companies which have also set up in the Thames Valley, the attractions of Heathrow are important, but not so overriding. It is not quite as straightforward as that, of course. But most of the now long-established electronics companies would cite the proximity of Heathrow as the single most important determinant of their location decisions.

The electronics companies found the Thames Valley suitable because – in the first instance – many, if not most, were and remain subsidiaries of US concerns. Heathrow is the airport which chief executives (who make location decisions) and other lesser mortals use as a gateway into Britain. It is now possible to fly into

Manchester and Prestwick in Scotland from the US, but neither of these compare with Heathrow for convenience.

This ties in with the second reason for the popularity of the Thames Valley: the closeness of Heathrow to London. Not only did senior executives prefer to stay in London rather than Manchester or Glasgow, but also the customer-bases of the electronics concerns were also initially in the capital.

Once the M4 was operating past Heathrow in the mid-1980s, the Thames Valley became the ideal venue to service these customers.

This was particularly true for software manufacturers who dealt with banks, government departments and other service industries.

A third consideration was that electronics manufacturers tend to be low volume, high value producers. They do not export in bulk, therefore easy access to a seaport is not a high priority, but an airport is important for them. Many of the concerns established in Britain were set up to service the UK market and thus exported very little, but they did import components and other materials. The bio-technology companies export a large proportion of their high-value products by airfreight.

Again, Heathrow Airport provided the most suitable gateway.

Trying to define an area like the Thames Valley is like drawing a line around an oil spill: the area never stops moving and it is difficult to pinpoint relative densities. The Thames Valley Training and Enterprise Council, which has launched a "Thames Valley Enterprise Draft Corporate Plan", identifies an area of 1,260 sq. miles which includes Berkshire, Buckinghamshire (excluding an area around Milton Keynes) together with the travel-to-work areas in South Oxfordshire around Henley and Aylesbury.

The area embraces 34,000 companies, 80 per cent of which employ fewer than 25 staff, and many of which have a strong technology bias. The Training and Enterprise Council says the population is around 1.2m, but is expected to grow to 1.4m by the end of this century. There is currently a workforce of some 860,000 – slightly more than half the population.

Defining what is meant by a high technology company is equally difficult. A survey undertaken by the Berkshire County Council in 1987 on the employment distribution in the county opted to define high-tech industry as "those firms involved with the development, manufacture, distribution and servicing of advanced

Growth industries in the

THAMES VALLEY

ries were taken over and upgraded by high technology concerns or service companies.

The Thames Valley has seen

fewer service concerns moving in than somewhere like Bristol,

however. Berkshire County

Council's survey estimated

that 43 per cent of the work-

force in the county was empl-

oyed in manufacturing (56

per cent in Slough.) Around

one-in-five of all jobs were

accounted for by the high tech-

nology industries compared

with one-in-seven recorded in a

similar survey undertaken in

1984.

Many of the high technology

companies have flourished.

The Digital Equipment Com-

pany (DEC), which has been in

the region since 1964, now

employs 6,000 countrywide,

excluding manufacturing, with

about 3,000 – or half the total

– in the Thames Valley. Turn-

over in the UK reached \$550m

in 1988, having grown by

around 30 per cent a year in

the 1980s. Digital reckons to

be the second largest producer

in the world after IBM of what it

calls networked systems.

While the region's good com-

munications have been the

prime reason for setting up in

the Thames Valley, there are

inevitably other factors. Executives, engineers and scientists

still enjoy the quality of life

achievable in the pretty towns

and villages along the Thames.

Also, it is often overlooked that

in Slough there has been a

very large industrial estate

since the 1920s.

Bracknell was one of the sec-

ond generation new towns

started after the Second World

War. Today, a number of avia-

tion, high technology industries

have moved into the town,

including manufacturing, with

about 3,000 – or half the total

– in the Thames Valley. Turn-

over in the UK reached \$550m

in 1988, having grown by

around 30 per cent a year in

the 1980s. Digital reckons to

be the second largest producer

in the world after IBM of what it

calls networked systems.

Many companies were

swayed to locate in the area by

the knowledge that kindred

companies were already in

page three of this survey.

Unemployment in Berkshire is

put at 1.9 per cent, while rates

of between 2 and 3 per cent are

now generally regarded as "full

employment". The main towns

such as Reading and Slough

have unemployment rates of

below 3 per cent.

Sliding from the general

employment picture to the spe-

cific companies, Mr Azbury's

worry is that in his own compa-

ny may not be able to manage this

level of growth if it cannot

solve its labour problems –

"our costs have tripled in the

past five years partly because

we are having to pay more for

the right people," he says.

The non-availability of the

labour required "is now a real

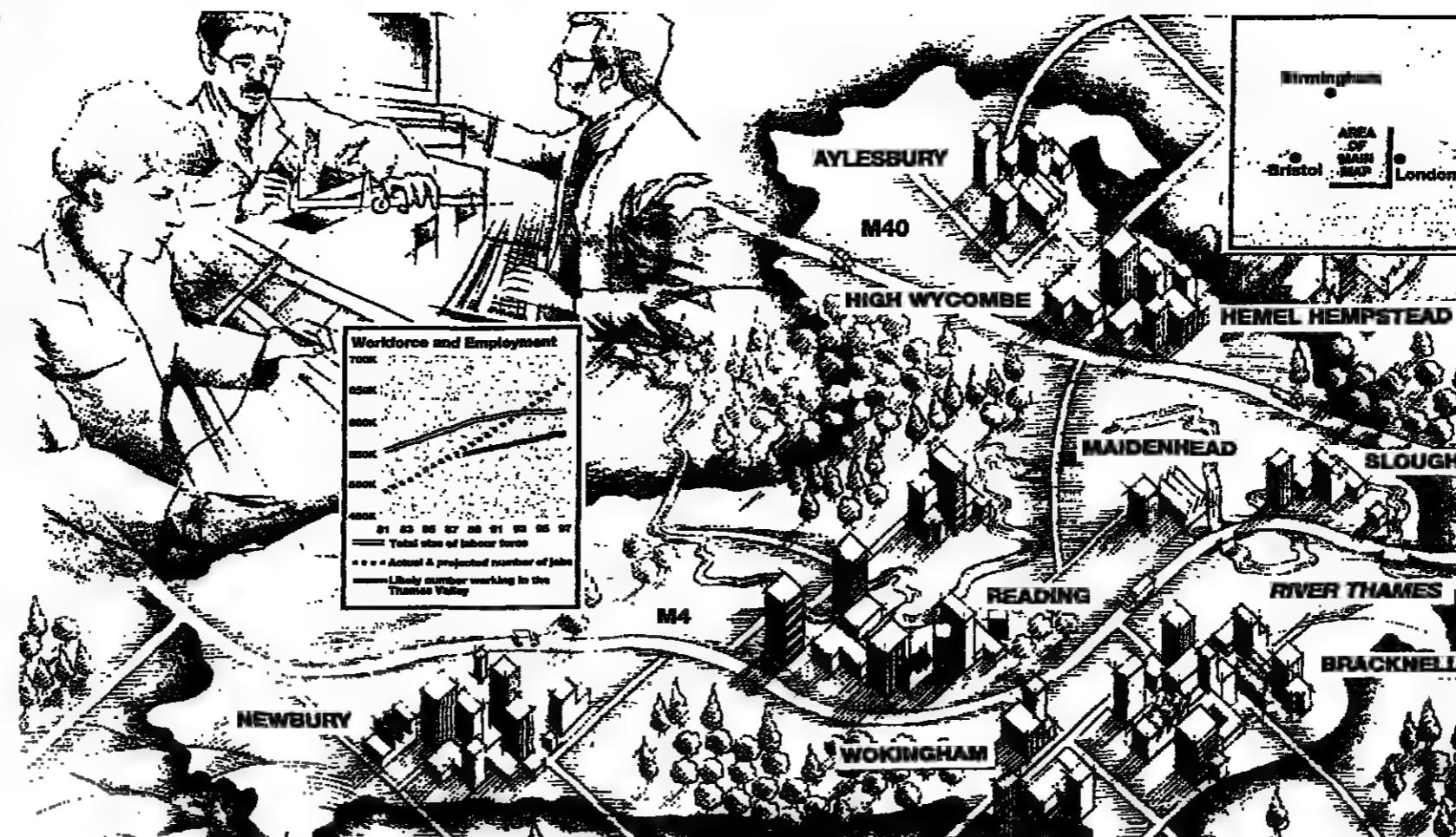
constraint on our growth," he adds.

This does not mean that

companies are about to eva-

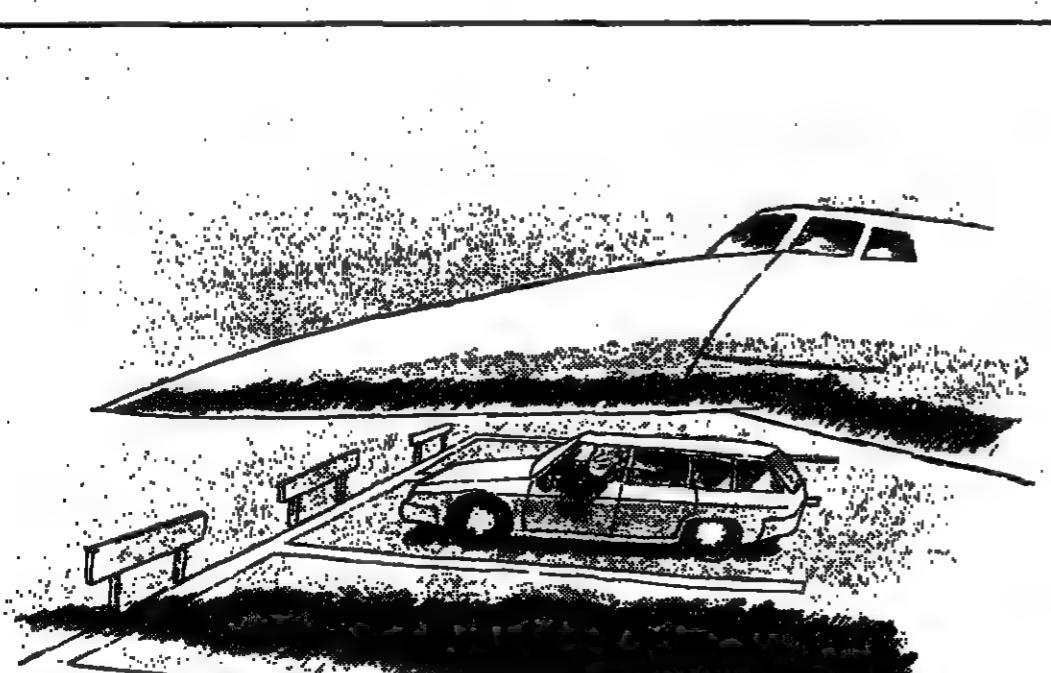
cuate the area. Skills' shortages

exist nationwide.



Growth industries in the

THAMES VALLEY



"I see Export's doing rather well..."

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29
tainedly has been a "topping-out" or a "maturing," as they like to say in the industry.

As with TV sets or motor vehicles, sections of the computer market are today saturated to the point where users have met basic needs, and fresh sales are "just a question of putting on the bells and whistles," as one managing director says.

Although there could still be growth in the personal computer markets, this means that the big hardware companies will increasingly rationalise what they make for mass production. In turn, the software companies will invariably standardise what they make for this rationalised market.

According to Mr Abram Azbury, managing director of Computer Associates, a leading software company, this will mean that the big companies will no longer see the growth in volume of 40 per cent a year – which was typical of a decade ago. Instead, they will grow at a more gentle pace of between 10 and 12 per cent a year.

Profits may not grow at this rate, if costs continue to rise.

Apart from the rising costs of land – prime B1 type properties now fetch £27 per sq ft, and even industrial properties can cost £12 a sq ft (double what they fetch in Bristol) – an inadequate road and communications infrastructure is adding to congestion costs.

Rapidly rising property prices mean that key personnel, such as scientists, will not or cannot move to the area.

But more than anything else it is the lack of skilled labour, rather than the cost of it, which is worrying employers.

The question of skills shortages is dealt with in detail on page three of this survey. Unemployment in Berkshire is put at 1.9 per cent, while rates of between 2 and 3 per cent are now generally regarded as "full employment."

Electronics concerns, in particular, seem to be part of an industrial culture. They want companies around them – the so-called "leas on the dog's back". But, above all, they need a pool of skilled labour to draw on for their specialised operations.

There is a widespread perception that the Thames Valley is no longer a dynamically growing region – that, because of higher costs in terms of congestion and steeper rents due to shortage of land, the area has suddenly gone "ex-growth".

This has meant with upgrading, high technology industries could find the kind of properties they need in the Thames Valley. There was also a tradi-

HIGH TECHNOLOGY INDUSTRIES

A leading employer

HIGH TECHNOLOGY is approaching the high water mark in the Thames Valley. There is still plenty of electronics-based industries which have established themselves there, but the area itself has reached saturation. Perceptions of the value of a presence in the region today depend to a large extent on the length of time a company has been established there.

International Computers (ICL), for example, part of the STC group and the UK's principal indigenous supplier of information technology, was one of the first high technology companies to set down roots in Britain's "Silicon Valley." Some of its facilities in Bracknell, Berkshire, are over 20 years old.

Now it may be the largest employer in the area with some 3,500 staff in premises in Bracknell, Basingstoke, Maidstone, Reading, Slough, Windsor and Wimborne.

Sun Microsystems, regarded by many as today's most exciting and controversial computer manufacturer, is by contrast a complete newcomer. It started in a small way in Ascot in 1984 and grew dramatically. Today, it occupies some 200,000 square feet across the country. European headquarters are at Basildon, Essex, while UK headquarters are a pair of smart, modern offices a few miles away in Camberley.

Tektronix, one of the world's leading manufacturers of electronic test and measurement equipment, has been one of the Thames Valley's complements of high technology companies for 10 years. It now occupies an imposing, purpose-built set of offices next to Rank Xerox and Volvo on the Marlow, Buckinghamshire, Globe Park industrial estate.

These three companies are very different in style, maturity and corporate culture. While only a tiny sample of the 2,000 or more high technology companies in the area, they serve to illustrate the principal advantages and disadvantages of the region for the computing and electronics sector.

The bonus points are easily listed: proximity to two international airports, good road and rail links (even if company



Hewlett-Packard's new high technology marketing centre is based at Bracknell, Berkshire.

executives turn their eyes skywards each time the M25 is mentioned), within reach of almost every major customer, pleasant surroundings and good schools.

The downside is also very apparent; building land that is becoming priced out of the reach of small companies, house prices which are inhibiting the movement of skilled staff into the area, visually zero unemployment which means that cleaners can be as hard to find as systems engineers. In short, an overriding impression that the quality of life in the Thames Valley is under attack, that the infrastructure of the region is beginning to crumble under the strain.

How this is affecting individual companies depends on their age and their aspirations.

ICL, for example, in Bracknell has changed out of all recognition over the past decade, as the computer industry has itself changed direction. The computer hall in its largest Bracknell site used to be filled with the mainframe systems needed to develop its flagship operating system VME.

ICL, however, while still the UK's only indigenous mainframe manufacturer, sees its future in systems integration, putting together combinations of hardware and software to provide its customers with effective information systems.

The change has meant a move from development — many of today's computer products are commodity items,

available off the shelf — to integration and testing. The Bracknell computer hall has become the company's principal validation and integration centre (VIC) where systems are assembled and tested before despatch to customers. Modern systems are so sophisticated it is difficult to predict how they will behave without exhaustive testing — "old fashioned machine halls can turn out to be quite useful," observes Mr Andrew Roberts, director of ICL's office systems division.

ICL's length of time in the region gives it special advantages in recruitment. It is, in any case, like most established computer companies, seeking a steady state rather than expansion of staff numbers.

It has a strong relationship with universities and polytechnics and has in place well-developed schemes to attract school leavers and retain ambitious apprentices. The average age is 37, an attrition rate at seven per cent is one of the lowest in the region.

And even if the old proverb about doctor's children hardly applies to the computer industry, Mr Roberts says shrewdly that a lot of the people I would like to employ are the children of people I already employ."

Sun Microsystems, in contrast, has little history in the region but an awesome reputation as the fastest growing computer company and world leader in workstations, high powered personal computers for scientists, engineers and, increasingly, business executives. Established in 1982, last year its sales totalled \$2.4bn.

Mr Bill Passmore, vice president for the UK and Nordic sales areas, says the UK company has, if anything, grown faster than the corporation overall.

The company's glamorous reputation gives it special advantages — "we can overhire," Mr Passmore says. "We can take on sales managers from other companies as sales men or women, because they know they will quickly be promoted if they are successful".

Mr Passmore worries, however, that quality of life in the Thames Valley is deteriorating. The company has placed in first UK manufacturing plant in Linlithgow, Scotland, and its European software and hardware development centres in Paris. Sun would like to build a 20 acre campus in the Camberley area but is put off by prices of up to £1.5m an acre and the difficulty of finding a large enough site.

Mr Passmore's worries echoed by Mr Peter Tong, director of finance for Tektronix. The company manufactures a broad range of electronic equipment including signal analysers and oscilloscopes. It is going through a tough period in common with many of its competitors. In 1989 it turned a small loss worldwide the previous year into a small profit. Its Globe Park offices are dedicated to sales and distribution and it is and it is not planning to expand in Marlow. Recruiting and retaining staff in an area of effectively zero unemployment remains a problem.

"A typical curriculum vitae for potential employees shows that they are in their mid-20s and have had six previous jobs, each lasting about a year," Mr Tong says. It is not money that is the primary inducement but boredom, he suggests.

Alan Cane

THE JOB of the software specialist has changed significantly in the two decades since International Computers (ICL) moved into the Thames Valley.

Pencils and coding sheets have given way first, to on-line terminals and now to personal computers. The decline in the cost of computer memory has spelled the end of many of the old constraints on the size and complexity of computer programs.

Advances in data communications means that programmers can be physically located in remote spots, remaining in close contact with headquarters via telecommunications networks. (In an extreme example, Texas Instruments sends specifications to its Indian programming centre and receives completed programs, in return, over a satellite link.)

Are there, then, compelling reasons why so many software companies have established themselves in the Thames Valley rather than, say, the centre of London or a Welsh or Scottish hillside?

The list includes US-based Computer Associates, the world's largest independent software house, Management Science America (MSA), now part of the Dun & Bradstreet group and SD-Scicon, the result of a merger of two of the UK's larger computing services companies.

There are the conventional arguments about the quality of communications and proximity to Heathrow (especially important for US-based companies many of whom seem to regard anywhere within 40 miles of "the centre of London" as the City), but while software specialists with a broad range of skills, has a simple scheme for helping staff relocate to the South East.

If they move to exactly equivalent accommodation, they receive assistance in paying the difference in mortgage costs for the first five years after the move — 100 per cent in the first year declining by 20 per cent a year thereafter.

If, of course, they trade up as a result of the move, they are responsible for looking after the extra expense themselves.

Patterns of employment of hardware and software specialists in ICL have changed drastically even if the number of

people employed has altered little. In its early days, it was a centre for mainframe systems software. The complex programs used to control the inner operations of ICL's large mainframe computers.

Today, according to Mr Andrew Roberts, director of ICL's office systems division, no more than 30 people might be employed on a single software project, such is the impact of modern programming techniques.

The company no longer develops basic systems software such as compilers — which translate the computer languages used by human programmers into a form computers can understand.

"Today we focus our efforts on the higher added-value points," Mr Roberts says. That means that many of ICL's software specialists are

working on Unix, the operating system which seems likely to become the common industry standard for small and medium-sized computer systems.

But not all companies are looking for technicians. Management Science America (MSA) once the world's leading supplier of packaged software but now a part of Dun & Bradstreet, has been in the Thames Valley since 1978.

According to Mr Ed Holt, UK managing director, the main attractions are the pool of talent available in the area and the motorway links out to the west — "people can live five miles further out," he says.

Packaged software is a low cost way of obtaining high quality programs for applications such as accountancy, personnel and so on. The package is prewritten to a standard format.

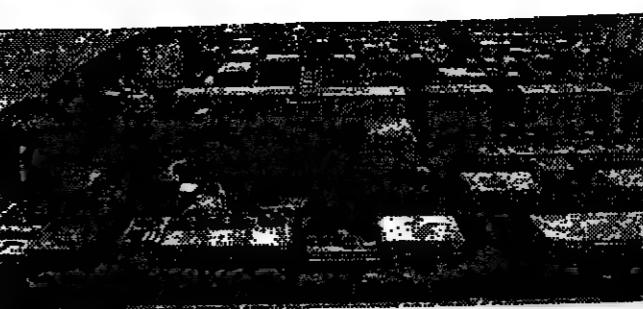
Maximum economies are obtained when the package is installed with a minimum of changes. MSA's Maidenhead offices are chiefly sales and technical support, together with a little software development. The demand is therefore for executives experienced in the computer business, rather than programmers.

Mr Holt says that although there is an abundance of talent in the area, recruiting and retaining suitable staff is a major difficulty.

He is taking initiatives such as establishing links with local polytechnics and management schools to ameliorate the problem, but he says it remains the biggest single constraint on growth.

Alan Cane

COMPUTER SOFTWARE AND SERVICES

Recruitment challenge

A section of the computer hall at International Computers, Bracknell. ICL was one of the first computer companies to set down roots in Britain's "Silicon Valley."

nothing but good for us". Software specialists are a scarce commodity nationally and internationally.

The high cost of housing in the Thames Valley area is a continual source of concern to companies anxious to recruit or relocate staff from outside the region.

During those the company had to find analysts and programmers in their thousands. The team working on ICL's flagship operating system VME/B (now simply VME) might have been 100 strong.

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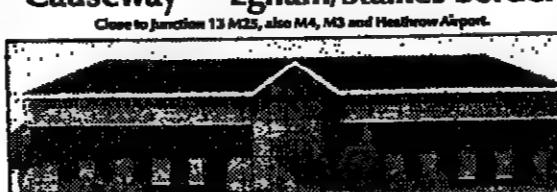
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THE THAMES VALLEY 4

Moves to ease regional traffic congestion

Success has brought problems

THE THAMES Valley has been highly successful in attracting new industries in the past decade, while keeping some of the old ones.

Because the massive inflow of private funds has not been matched by public sector and other investment in the infrastructure - both physical and human - this business success has had its costs, however.

Reading, for example, in early 1988 claimed that it was the fastest-growing town in southern Britain. It was also arguably the most badly congested, with journeys of five miles through the city centre at certain times of the day taking an hour at least.

Given that some of the Thames Valley is made up of pretty villages and small towns, plus unspoilt rural areas, there is renewed emphasis, in this conservationist age, on preserving the countryside. This adds to the pressures on land, both for industrial use and for residential property. This is already in tight supply.

These various cost factors, high property prices, rising wage levels and transport costs tend to feed off one another to push up costs for the local businesses.

With around a third of the workforce in the Thames Valley commuting from outside the area, congestion has become bad. (The Thames Valley in this context is the definition used by the Thames Valley Training and Enterprise Council. It covers an area of 1,280 sq. miles, including Berkshire, Buckinghamshire -

except for an area around Milton Keynes - together with the travel-to-work area in south Oxfordshire, around Henley and Aylesbury.)

Digital Equipment Company, the large electronics concern which is based in Reading and elsewhere in the area, has made a study which estimates that with its 3,000 employees, the cost of congestion is £1m a year - and rising.

Mr Graham Roberts, the real estate manager of Digital, says that if he travels to one of the

Berkshire has the highest car-ownership level in Britain

company's Reading offices, it takes him at least 40 minutes from his home, which is only eight miles away.

Ostensibly, congestion should be the easiest of the three cost problems - land, labour and traffic - to resolve. Congestion can be alleviated in the short-term in the way that finding new labour cannot - simply by spending money. Yet regional cash resources are strictly limited.

Berkshire County Council which oversees the major built-up areas of the Thames Valley has a capital roads and transport programme in its structure programme amounting to £22m for 1990/91 and £125m for the five years up to 1995.

The Department of Transport, in theory will be funding some of the schemes, but to understand the way the entire programme can become delayed it is only necessary to

tions in the towns, car parking, traffic flow and the like, are usually under the remit of the district councils. There are six of these in Berkshire alone.

The councils are often of different political complexities and do not always agree on the nature of problems. They usually do not have co-ordinated plans for transport.

What they all share in common is a shortage of funds. The central government has increasingly cut back on funds for local government authorities, partly because it hopes rather than expects the private sector to invest in transport.

To some extent in the Thames Valley, the private concerns have done this.

But, by and large, transport is not an area where companies are usually interested in investing, unless they are obliged to do so by a planning constraint in order to win something in return - often a new site. All this has left a less-than-satisfactory situation as far as solving the traffic problems around the main towns is concerned.

Berkshire County Council

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Stewart Derby

Growing range of specialists

Continued from page 3
agent consultancy at Hoskyns, the computer services company. Hoskyns provide practical help to managers in danger of disappearing under a mountain of information, much of it irrelevant to improving performance "on the ground" - people are perhaps rather tired of specific techniques, books and concepts - "they are really wanting practical advice on how to make it happen successfully," he says.

Hoskyns' strategic information systems planning service, focuses on how to increase productivity and competitiveness. Mr Swift believes it is important that the right environment is created within an organisation to enable people to utilise the technology effectively. In addition to providing general IT advice, Hoskyns has specialists in areas such as computer integrated manufacture and just-in-time management techniques, much favoured by Japanese manufacturers.

Communitatis is a public relations consultancy based in Ascot, Berkshire, which specialises in all sectors of the computer industry. The company is a child of the high technology industry, according to chairman and co-founder, Mr Jim Anderson.

Communitatis has been involved in the launch of around 200 new companies - its typical client being a North American company "straight

WHILE MOST industrialists in the Thames Valley would probably cite skills' shortages as their single greatest problem, a fair number also say they are frustrated by the lack of industrial accommodation.

A survey by Thame-Chiltern Chamber of Commerce reveals that 75 per cent of respondents are experiencing skill shortages, and 40 per cent of respondents have considered moving to other parts of the south-east. Around 27 per cent of the companies contacted say the lack of industrial accommodation had thwarted their plans for expansion.

Mr Gerry Wyld, the chief planning officer for the Slough District Council, says that

"with no real potential for the development of new land, the process of regeneration of established commercial areas of established commercial areas to meet the needs of firms in the 1990s, will continue."

Slough is typical of most of the towns in the Thames Valley, and this process of regeneration has been happening for a long time. Industries of one kind or another has been located there since the 1920s. Usually, these have been the old so-called metal-hashing industries or engineering concerns. As older companies have moved out or gone into decline, they have been replaced by

newer industries. Their former properties have been upgraded to meet the needs of replacement industries.

Slough Estates the publicly quoted company which controls the vast Slough Trading Estate, which with roughly 1,500 tenants still reckons to be the largest private industrial estate in Western Europe, is constantly upgrading its factories and sites to meet the requirements of electronics and bio-technology companies.

With the improvements, of course, go increases in rent.

Industrial expansion is limited by lack of accommodation

Developers are inclined to build B1 sites where possible, rather than old style industrial factories, or "sheds" as they are known. B1 usually means office accommodation or light industrial. Most electronics concerns would opt for or need a B1 site.

Not all the old industries have left; some engineering concerns and food manufacturers remain in Slough and Reading, but there has been a gradual takeover of factories by high technology companies. Generally, they do not want

their capital tied up in property so they rent, rather than buy.

In Slough there has been quite a turnover of properties, but little net exodus. Mr Roger Carey, the development director at Slough Estates says that until now there has been little trouble in renting properties. Prices have been driven up.

For the first time in a long while there is probably a slowdown in renting places, he adds. This is because so much B1 accommodation has come on to the market there is probably a temporary surplus. But this probably is just a blip, rather than the start of a decline.

A prime office or B1 site next to the railway station is on offer at £27 per sq foot. This is thought to be the top of the market for the moment. Even the older industrial properties,

- the "sheds" - where they can be found, cost around £12 per sq ft, which is double the price in, say, Bristol.

The situation is not dissimilar in Reading. The town used to be known as the manufacturer of the three "Be" beer, biscuits and bulbs (as in flowers). Now the old Sutton Seeds land on the periphery has been turned into an industrial estate.

One of first companies to establish itself there from a

factory near Heathrow airport was Rockwell Collins, an avionics concern. Mr Peter Humphrey, the managing director, is critical of the Government's habit of telling industry to keep a tight rein on costs, when it has done nothing to control the soaring price of land, and little to increase the supply of industrial land.

As it so happens, Rockwell Collins does not pay an exorbitant rent, because it was the first company to set in up the Sutton Estate, and the landlords wanted a prestige tenant to get things going. But Mr Humphrey says the original lease - not agreed by him - was for 15 years, without a break clause, and the increases have been steep, albeit from a comparatively low base.

The high rents that companies have been obliged to pay, of course, have a further knock-on effect in the form of the unified business rate which is about to come into force. The UBR is based on rateable values which in turn are based on rental values. These rateable values have not changed for most companies since 1973 and the new rate will be as at April 1988. Given the exponential rise in rents, most companies face frightening increases.

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Little gloom and doom in Glasgow

By Paul Cheeseright

Glasgow lags behind the rest of the UK. This is not a pejorative comment, simply a recognition that property trends in Scotland follow those of England: the sharp rental growth that characterised the central London office market in 1986 and 1987 arrived in Glasgow in 1988.

Generally, the regional offices have had shallower troughs and lower peaks than central London. Now, during the 1988-90 economic slowdown, it is being suggested that, as Edward Erdman, chartered surveyor, put it in a report on the Scottish investment market, "any subsequent decline in property performance may be postponed in Scotland and even, in the best cases, be reduced in magnitude."

Certainly there was a 270m vote of confidence in the medium-term future of the Glasgow market this week when Mitsubishi Bank emerged at the head of a syndicate providing finance for the first phase of the Kumagai Gumi-Bellhouse & Joseph Investments Broomielaw development.

This phase provides 276,000 sq ft of offices and there is nearly three times as much to follow later.

The expansion of the Glas-

gow market has been steady, rather than spectacular. There was never the acute undersupply which existed in Edinburgh and triggered plans for over 2m sq ft of space. Nor, in consequence, was the rise in rents as steep. The highest rents have been about £17 per sq ft against more than £22 per sq ft in Edinburgh.

Glasgow, noted Weatherall Green & Smith, chartered surveyors, "has a relatively stable office market in which the supply and demand for office space move within predictable parameters."

This means that over the last 20 years, according to Allan Campbell Fraser, chairman of DCL, the development group, "the Glasgow graphs

have been steady."

Certainly, in terms of mood, there is little of the gloom and doom characteristic of much conversation in London property circles.

Over the last two years the take-up of office space has been steady at around 1m sq ft but there will only be three new buildings over 30,000 sq ft becoming available and potential tenants are already sniffing.

Increased supply will not start to become available until DCL, for example, wants a pre-let before it starts its 265,000 sq ft Highgate development on the north side of Glasgow city centre. Sheraton Caltrust and Confederation Life have in recent months arranged pre-lets on central Glasgow projects.

But the future expansion of the office sector depends crucially on continued demand from the financial services sector, which recently has dominated the market. And, locally, there is always the hope of relocations from south east England.

In the Spicers Consulting view,

Surveyors feel the pressure

Chartered surveyors or, as they sometimes prefer to call themselves, international property consultants, or, again, property advisers, are finding themselves under pressure. As business slows down, expansion plans get put aside, support staff is slimmed down.

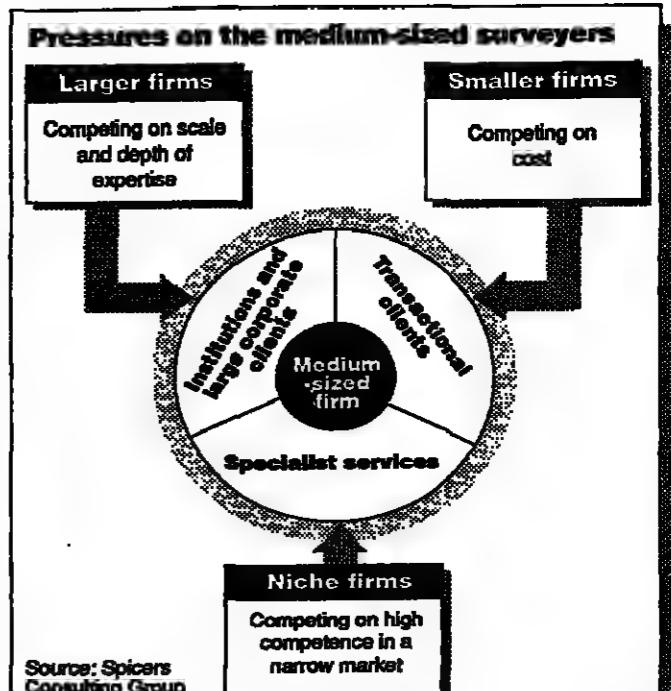
Last month's spate of half yearly figures from Baker Harris, Saunders, Debenham Tewson & Chinnocks, Fletcher King, de Morgan and Savills showed that the companies with least exposure to the residential sector and with the widest spectrum of activities were best able to cope with the market slowdown.

The agency side of the business - the buying, selling and leasing - is winding down but the professional services side - valuations, management, rating and so - is humming along. But lower revenue from the agency side puts pressure on the margins of a whole business.

Under these circumstances, the larger businesses are in the strongest position. But they are looking very carefully at their costs. "Some of the larger firms which have been recruiting graduates at the rate of 25 to 30 a year are cutting that back, down to 10 or 15 a year," said Alan Patisson of Spicers Consulting.

Within the profession there has been considerable debate, but no consensus, on whether adequate levels of efficiency can be achieved within the traditional partnership, whether incorporation and the injection of hierarchical management are the best way forward, or whether the pressures of market quotation are the best source of discipline - and cash.

In the Spicers view, the surveying firms most at risk are the medium-sized, defined as those with between 30 and 200



Source: Spicers Consulting Group

fee earners. On the basis of the figures provided by the Estates Times league table of the top 100 commercial agents, this would cover 56 firms, including all the quoted surveyors except Debenham Tewson.

The league table emphasises two points. First, the trend towards concentration has been increasing. Nearly 3,500 fee earners are employed by the first 10 surveyors on the Estates Times list but there are less than 3,000 in the bottom 70. Second, nearly all the

surveyors expanded last year. For example, near the top end of the table, Chesterton's fee earners went up from 321 to 385. Healey & Baker's went up from 265 to 300.

The large groups can achieve a strength through diversity, but the medium-sized, according to Spicers, "are not big enough to offer the same depth of skill across a broad range of services as the large firms" while they have "similar overheads and cost structures."

RENTAL GROWTH (%)			
Federal	Offices	Industrial	All Property
Year to December 89	12.8	16.0	21.1
Quarter to December 89	2.4	3.8	5.7
Month of December 89	0.8	1.1	0.5

Source: Investment Property Database

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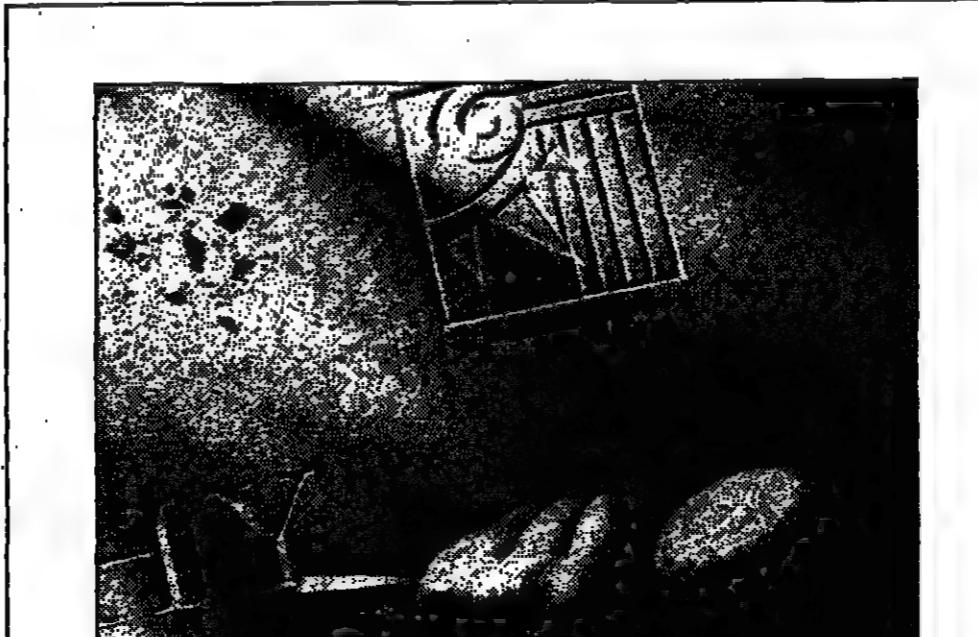
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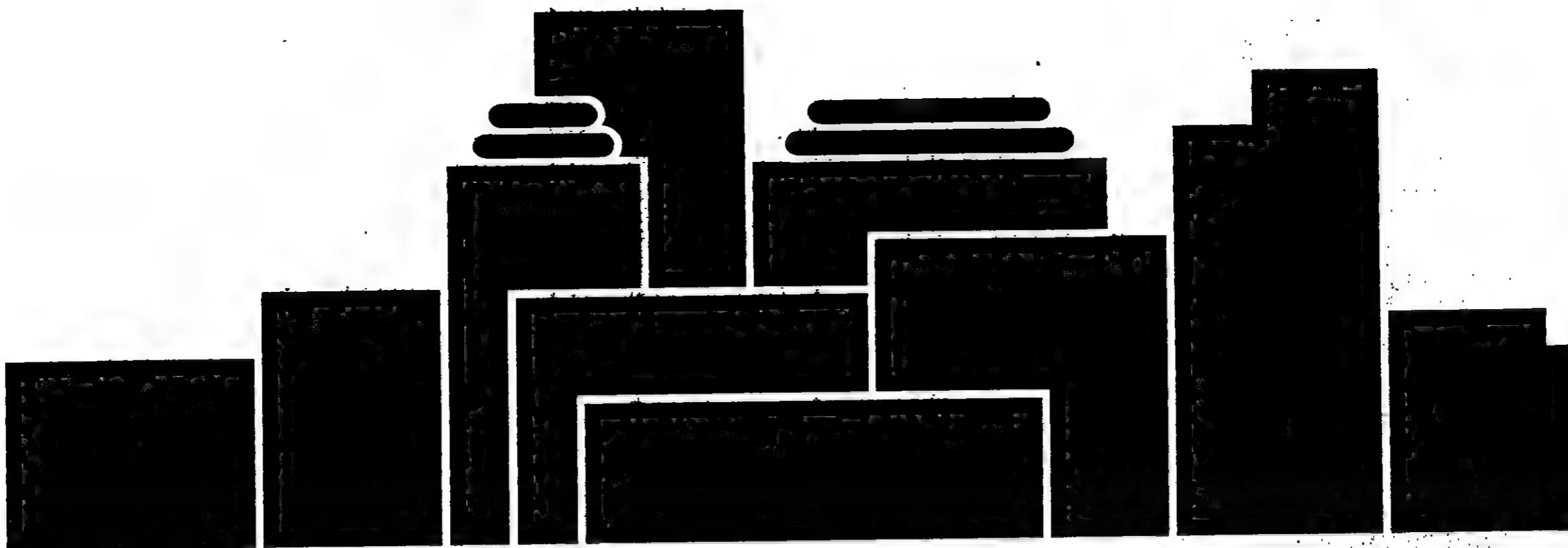
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COMMODITIES AND AGRICULTURE

US oil import surge points to higher Opec prices

By David Thomas, Resources Editor

GROWING US dependence on oil imported from the members of the Organisation of Petroleum Exporting Countries would enable Opec to raise prices in the longer term, the president of the American Petroleum Institute predicted yesterday.

Mr Charles DiBona said: "In a relatively short period of time, we can anticipate importing over 50 per cent of our oil each month."

He was speaking as the institute released figures which showed that US oil imports

surged to record levels in January because of cold weather.

Total imports of crude and refined products into the US jumped to 9.3m barrels per day (b/d), up 14.5 per cent from 7.975m b/d a year ago, the first time since 1977 that imports exceeded 9m b/d.

Imports accounted for 54 per cent of domestic deliveries, surpassing the previous high of 51.8 per cent set in both March and July 1977.

The figures were exaggerated because of the record cold that hit much of the country in

December, depleting heating oil stocks. The API estimated January imports were about 1m b/d higher than normal.

However, the institute said: "Although temporary factors contributed to January's surge in imports, these developments are also the product of longer-term trends, namely, the continued decline in domestic crude oil production and until recently, the growth in consumption."

Mr DiBona said that the January figures were a harbinger of things to come.

Surprise stocks fall buoys aluminium

By Kenneth Gooding, Mining Correspondent

THE MARKET was taken by surprise yesterday when the International Primary Aluminium Institute reported that non-communist world stocks fell by 61,000 tonnes in the fourth quarter of 1989 to 3.207m tonnes.

Many traders had been expecting a rise of between 50,000 and 100,000 tonnes. Consequently the London Metal Exchange aluminium price rose strongly immediately after the announcement.

The market had some second thoughts, however, after absorbing aluminium production figures which were released simultaneously and showed a rise in daily output of 300 tonnes in December compared with September last year.

Nevertheless, aluminium for delivery in three months closed last night at \$1,479.50 a tonne, up \$27 a tonne on the day and only 50 cents below the highest price seen in LME ring dealings yesterday. Metal for immediate delivery closed at \$1,474, up \$36 a tonne.

The IPAl statistics previously were issued monthly but last year in a controversial move, the Aluminium Company of America (Alcoa), biggest of the US producers, said it would provide its figures only once a quarter.

The IPAl said it would have to follow suit because it refused to include estimates in its figures.

Analysts were divided yesterday about what interpretation to put on the stock figures.

Mr John Harris, analyst at Ruder Wolff, the commodity broker, suggested that the statistics confirmed that further significant falls in the aluminium price were not warranted.

Mr Nick Moore, analyst with Ord Minnett, the financial services group, also said that the IPAl figures should provide the "necessary catalyst for a sustained improvement in the light metal's price."

However, Mr Angus Macmillan, analyst with the Billiton-Enthoven metals trading group, said sentiment was still bearish and there was some scepticism in the market about the complete accuracy of the IPAl figures.

Mr Macmillan pointed out that the geographic breakdown showed most of the stock drawdown took place in North America and was accounted for by the breakdown of the Mount Holly smelter last autumn.

They joined together out of necessity in order to avoid unnecessary expense in complying with the Financial Services Act. As a single entity they successfully applied to become a Recognised Investment Exchange (RIE) under the Act, thereby spreading the costs of the new regulations between them.

Although technically a single entity, the constituent parts are still scattered around the vast Edwardian Baltic

A tale of two sugar markets

George Graham on the Paris exchange's battle with its London rival

PARIS'S COMMODITIES market has been in a bad way in the last year. Since the London Futures and Options Exchange (Fox) opened its own white sugar futures contract, the French market has been engaged in a fierce battle, in which neither side has gained the upper hand and neither side has enough trading volume to survive indefinitely.

Sugar trading averaged only 1,290 contracts a day in Paris last year, 8 per cent less than in 1988, which itself had seen a fall of 27 per cent from 1987. London's white sugar contract does about the same volume, while New York's raw sugar contract dominates the market.

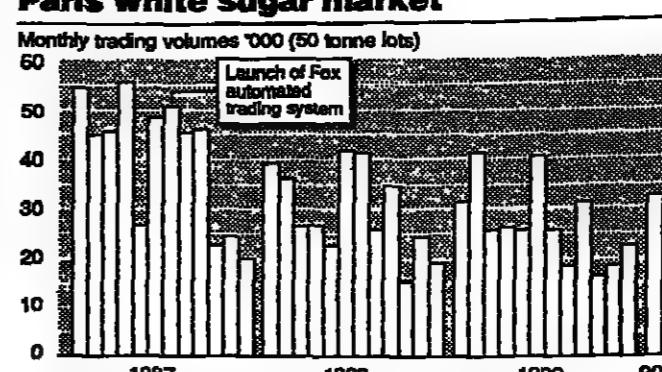
"Since London created its own market, we no longer have one good market, we have two bad ones," commented Mr Henri Azzopardi, chairman of the French commodity dealers' association.

In a move to restore its competitive edge, the Paris commodities' market has now been merged with its younger sister, the Matif financial futures market. The runaway success of Matif's ten-year government bond future has proved its capabilities and also given it a solid financial base.

"The first thing we had to do was to bring the two markets together. The second thing was to lower dealing costs," says Mr Gilbert Durieux, Matif's managing director.

Matif began by taking over Banque Caisse d'Compensation, which acted as clearing house for the commodities

Paris white sugar market



markets and the structures of which had become too heavy for the reduced volume of trading it was handling.

BCC will continue as a separate clearing house, rather than being merged into Matif, as a bank it handles clearing accounts for individual investors, whereas Matif registered as a specialised financial institution, can only handle approved members. But BCC is to be rationalised. Dealing fees have already been slashed to FF2 (21p) a contract from FF11, and the maximum spread on conversion from francs into dollars has been reduced to 50 basis points.

"War has also broken out on brokers' commissions, and with Paris brokers now at around FF25 to FF30 a contract, Mr Durieux believes his market is fully competitive with London's Fox.

"It is terrifying to see us fighting over 1,500 contracts a day, when in our other contracts we easily do 100 times that," he remarked.

At the same time, Matif has set about improving market liquidity, with the application of new French legislation allowing mutual funds to invest in futures and authorising "locals" to trade in the markets on their own accounts.

Paris locals started for the most part in the long bond futures pit, but some have drifted to other contracts, such as the CAC40 stock index future, where competition is sometimes less fierce.

In March, the sugar market is to move from its old quarters under the dome of the Bourse de Commerce, to one end of Les Halles, to the Stock Exchange building, alongside the Matif trading floor.

"Is there room for two white sugar contracts in Europe? In my opinion the answer is no. It is clear we will have to do battle until one of us yields," Mr Durieux says.

"We are obliged to show that we can help our members reinforce this contract. If a ceasefire agreement is reached with London, it will come from the market professionals, not from us. We're just a war machine, we'll stop shooting when the professionals tell us to."

ing cocoa contract is regarded as dormant - a total of 167 contracts changed hands last year, but not a single deal has been done in the last two months - but the coffee merchants of Le Havre are still interested in keeping the robusta coffee contract alive. Some traders have also made suggestions for a contract on the spread between New York's arabica and London's robusta, while a plan for a contract based on Brazilian Santos arabica is being studied.

But Mr Durieux believes the best prospects are for agricultural products linked to the European Community's common agricultural policy, such as bulk cereals.

On the strength of its earnings from the long bond contract - volume rose by another 21 per cent last year, and in January averaged 65,000 contracts a day - Matif can afford to carry the cost of a longish commercial war with London, and is ready to wait for a year or two to see if its relaunch of the sugar contract brings results.

"Is there room for two white sugar contracts in Europe? In my opinion the answer is no. It is clear we will have to do battle until one of us yields," Mr Durieux says.

"We are obliged to show that we can help our members reinforce this contract. If a ceasefire agreement is reached with London, it will come from the market professionals, not from us. We're just a war machine, we'll stop shooting when the professionals tell us to."

Going for a 'buzz' at the Baltic Exchange

David Blackwell on London's newest and smallest futures forum

THE BALTIC Futures Exchange, London's newest and smallest futures exchange, is probably still not as well known as the five small exchanges which amalgamated to form it at the end of 1987.

The five constituent exchanges were the Baltic International Freight Exchange (Biffex), the London Potato Futures Market, the London Meat Futures Market, the Soybean Meal Futures Market and the Grain Futures Market - hardly household names themselves.

They joined together out of necessity in order to avoid unnecessary expense in complying with the Financial Services Act. As a single entity they successfully applied to become a Recognised Investment Exchange (RIE) under the Act, thereby spreading the costs of the new regulations between them.

Although technically a single entity, the constituent parts are still scattered around the vast Edwardian Baltic

trading environment at the BFFX has been wrong, and we're putting it right."

• The Baltic Freight Index which underlies the Biffex contract and measures the movement in major dry bulk cargo freight rates, is being revised to incorporate time charters from August this year.

Time charters, where a vessel is paid for by the day rather than by the tonnage carried will make up 24 per cent of the index, reflecting their growing influence on the shipping market.

The exchange said this was the most dramatic revision of the BFI since it started. It was probably the only index where users recognised the need for constant change - although the exchange did not want to keep tinkering with it.

Mr Philippe van den Abeele, of Clarkson Wolff and Biffex, believes that existing traders will feel more comfortable with the new index, and should trade bigger volumes, while new trade could be attracted.

Companies which are now spread all over the Baltic will be concentrated in one place and be able to trade any of the contracts available."

The Biffex freight futures contract, launched in 1985, has become the biggest of the contracts - the others are wheat and barley (both of which have traded options), pigmeat (cash settlement), soyabean meal and potatoes.

Last year Biffex, which trades on the movements in the Baltic Freight Index, traded 91,112 lots worth \$1.5bn, half from the record year in 1988, when 108,773 lots were traded, valued at \$1.65bn. Overall, volumes at the BFFX were down last year, but Mr Gray is optimistic that the coming changes will attract newcomers and increase the general level of trading across the new floor.

"Most of the contracts are good," he says. "They perform a useful function and are unique to London - and Biffex is unique to the world. The

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LONDON STOCK EXCHANGE

Equities advance in active trading

THE LONDON stock market continued yesterday to turn its back on this week's batch of bad news, re-establishing itself firmly in its latest trading range on the back of selective buying by investment institutions. Trading volume was at its highest level for some weeks, with a programme trade by UBS Phillips & Drew, the London-based securities house, making a significant contribution.

The upturn in equities, which left the FT-SE Index with a final gain of 15.5 at 2,318.8, did not come until mid-morning, when it was helped along by a squeeze in the futures market which drove

the FT-SE futures contract from a 10 to a 15 point premium.

The UBS Phillips & Drew programme, believed to be worth £80m and evenly spread between buy and sell operations in alpha stocks, appeared to indicate a reshaping of a large-sized institu-

tional portfolio position.

The better tone of the market brought a modest increase in the institutional retail interest which has been lacking in recent sessions. But traders stressed that the Seag volume total of 632.7m shares, compared with 465.5m on Wednesday, included a fair proportion of intra market business.

Equity strategists were cautious in assessing yesterday's impressive performance by equities. One view was that the increase in home loan rates at Abbey National might prompt the UK Government to ease the interest rate burden as soon as possible; however, Mr John Major, the UK Chancellor, told

the market's recovery was encouraged by good support

for a batch of the international blue chips. Traders, with the share price now largely dictated by US investor interest, had another firm session, and others benefiting from transatlantic support included Rank Organisation and BET.

There was general satisfaction with the re-appearance of the institutional buyers at the FT-SE 2,300 area, which provided further indication that this may be the lower end of a new trading range. But there were warnings from some dealers that "the market was overvalued at the end of last week and this run may not have too far to go."

The market's recovery was

Glaxo again in demand

Glaxo benefited from US buying yesterday and was in demand for much of the session. There was a renewed burst of buying an hour before the market's close when Mr White and Ms Barbara Arzimanow, the Kleinwort Benson pharmaceuticals team, changed their recommendation from hold/buy to an unequivocal buy.

The two have been conducting a detailed study, to be published before the end of the month, into four drugs still being developed at Glaxo. "Collectively they are at least as important as Zantac and should be on the market within two years," said Mr White. Zantac is the world's best-selling drug and is credited with having put Glaxo into the world's top five drug companies.

Mr White has forecast combined sales of more than £2bn for the four products before the end of the decade. There are: Ondansetron (anti-nauseant/cancer), Sumatriptan (migraine), Salmetrol (asthma) and Fluticasone (anti-inflammatory). The shares closed 24 higher on the day at 782p, up turnover of 3.1m shares, high for the stock.

Amstrad delights

Amstrad, the consumer electronics group, drew a heavy trade of 82m shares after pleasantly surprising the City with interim profits higher than expectations and a reduction in inventory of around 30 per cent. At the close, Amstrad was 3% higher at 875p, having touched 85p.

Pre-tax profits came out at 230.1m, a far cry from the £75.3m achieved during the same period last year, but at least 23m higher than the most optimistic forecast. The one disappointment was the maintained half-yearly dividend of 0.40 pence; some had hoped for a small increase.

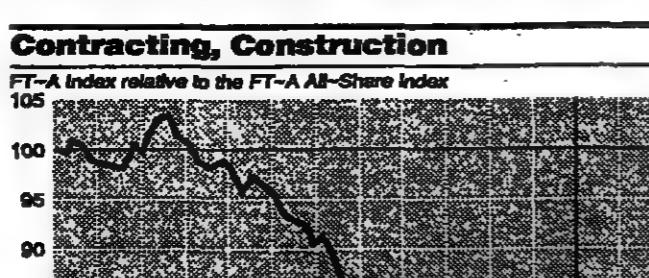
Analysts were quick to upgrade their forecasts for the full-year. At BZW, Mr Paul Norris, who changed his stance on the stock from bearish to positive only weeks ago, said he was looking for pre-tax profits in the region of £40m for the full year, "and they will have £20m of net cash by June against previous estimates of £20m of net debt. Mr Sugar is now back to full vigour and we remain very bullish of the stock."

The Kleinwort Benson electronics team upped its forecast to 2450p – with 170m to 280m pencilled in for the following

Account Dunning Dates	
First Dunning:	Feb 12
Jan 29	Feb 26
Option Declaration:	
Feb 8	Mar 5
Last Dunning:	
Feb 23	Mar 9
Account Day:	
Feb 10	Mar 19
Next Date dunning may take place from:	
10.00 am two business days earlier	

the FT-SE futures contract from a 10 to a 15 point premium.

The UBS Phillips & Drew programme, believed to be worth £80m and evenly spread between buy and sell operations in alpha stocks, appeared to indicate a reshaping of a large-sized institu-



Contracting, Construction

FT-A Index relative to the FT-A All-Share Index

105

100

95

90

85

80

75

1989 1990

year and said the shares "have further to go." County NatWest, describing events at Amstrad as "greatly improved," also expects the group to achieve 845m this year, as did Kitcat & Aitken.

Guinness wanted

The stream of brokers' upgradings in Guinness continued. Joining the fray yesterday were Kleinwort Benson and BZW. The former reaffirmed its positive stance on the stock, arguing that the shares' out-performance last year – when it was the sharpest improver in the FT-SE 100 – would continue, if at a slightly slower rate.

Kleinwort picked out as the most significant factors the contribution from 24 per cent owned LVMH, the French luxury goods group, and a 210m rise in trading profits to 254m from the spirits division for the year just finished.

BZW, too, took an optimistic line on the 1989 figures, due at the end of March. It predicted a full year pre-tax profit of 527m, while Kleinwort went for 580m, with 280m pencilled in for the following year.

Guinness rose 8 to 665p, having touched 644p. Turnover was a busy 2.3m.

The programme trade and news that Hanson was to buy the 45 per cent it did not own of Peabody, the largest coal producer in the US, combined to boost turnover to 18m shares. The price rose 2% to 230p.

US interest also pushed Reuters ahead, to close 15 better at 1051p.

NEW HIGHS AND LOWS FOR 1989/90



Equity Shares Traded

Turnover by volume (million)

Excluding:

Interim dividends & Company Income

800

600

400

200

0

Dec Jan Feb

rates on Wednesday. Leading the pack was Next, up 3 to 1030 as 8.5m share changed hands, driven for the second day running by heavy buying of traditional call options. This sparked gossip that Sears,

Tate & Lyle eased 5% to 263p on volume of 2.4m shares as concern grew over the sale of its US automotive components business to Onex for \$11m. It was subject to Onex obtaining financing for the leveraged deal and analysts said difficulties in the junk bond market had raised doubts. However, some said that a bout of profit-taking was said to be the real reason for the price decline.

Hartwell, the motor distributor, added 10 to 15p as Oakhill, the UK vehicle of the

Parliament yesterday that he could not promise an early cut in rates. Also helping London was the generally calm reception on Wall Street and Tokyo for the Drexel Burnham Lambert bankruptcy filing.

There was general satisfaction with the re-appearance of the institutional buyers at the FT-SE 2,300 area, which provided further indication that this may be the lower end of a new trading range. But there were warnings from some dealers that "the market was overvalued at the end of last week and this run may not have too far to go."

The market's recovery was

encouraged by good support for a batch of the international blue chips. Traders, with the share price now largely dictated by US investor interest, had another firm session, and others benefiting from transatlantic support included Rank Organisation and BET.

Two small rights issues, £27m from Gestetner, the office equipment firm, and £22.5m from Newman Tanks, industrial supplies, were taken comfortably aboard by the market. The corporate reporting scene, which has proved such a painful trial for equities over the past week, was brightened yesterday by a substantial trading recovery at Amstrad, the personal computer company.

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This represents the acquisition, administration and other costs which have to be paid by your investment. These charges are reflected in the price when the customer buys units.

AFTER PRICE
The price at which units may be bought.

NETT PRICE
The price at which units may be sold.

CANCELLATION PRICE
This has been served between the offer and bid prices as determined by a formula laid down by the Government in practice, unit trust managers quote a much narrower spread. As a result, the bid price or offer set well above the minimum acceptable price which is called the cancellation price to the table. However the bid price is not to exceed to the cancellation price to demonstrate in what there is a large excess of sellers of units.

DEPARTMENT
 The time shown alongside the fund manager's name is the time at which the next 'break' daily quoting prices normally occurs another time is indicated by the symbol alongside the manager's name. Break times for specific funds are as follows: Y - 0000Z to 1200Z hours; A - 1201Z to 1400Z hours; B - 1401Z to 1700Z hours; C - 1701Z to 2000Z hours.

MARKET PRICING
 The letter H denotes that the manager will deal on a market price basis. This means that investors can obtain first indications of the value of shares. The prices shown are ex-dividend, deductible before deduction and may be at current delivery terms because of an intervening portfolio revaluation or a switch to a forward price.

PRICE FLOOR
 The letter F denotes that prices are set on a forward basis so that buyers can be given no definite guarantee of the purchase or sale being carried out. The price appearing in the prospectus shows the price at which funds were carried out yesterday.

WHERE DATA WERE COLLECTED.
SECURITY PARTICULARS AND REQUIREMENTS
The most recent report and relevant information can be obtained free of charge from local managers.
Other explanatory notes contained in last edition of the FT (see 'Free' information page)

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Unit	Cost	Price	Yield	Offer	Amt	Yield	Unit	Cost	Price	Yield	Offer	Amt	Yield	Unit	Cost	Price	Yield	Offer	Amt	Yield	Unit	Cost	Price	Yield	Offer	Amt	Yield	
Thermon Unit Managers Ltd	0.00015	1.40					J. Rothschild Fund Managers Ltd	0.00015	1.40					Bavarian Life Assur. Co Ltd	0.00015	1.40					Garrison Royal Exchange - Cost.	0.00015	1.40					Laurentian Life plc - Contd.
Douglas (1) Ltd	0.00015	1.40					Saints (1) Ltd	0.00015	1.40					Clerical Medical Investors Group	0.00015	1.40					Formerly Trident Life	0.00015	1.40					Merchant Investors Assurance Co Ltd - Contd.
American Opp. 1	0.4720	48.22	51.42	1.41	1.05		Stewart Ivory & Co Ltd	0.00015	1.40					Equity Int'l.	0.00015	1.40					Life Fund Amer. Inc.	0.00015	1.40					MI Life & Health Prod.
American Opp. 2	0.4720	48.62	51.72	1.41	1.05		Saints (2) Ltd	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
American Opp. 3	0.4720	48.62	51.72	1.41	1.05		Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Amstrad Unltd	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
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Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40					MI Int'l Fund Prod.
Goldman Sachs	0.00015	1.40	71.14	71.77	72.22	0.00	Proprietary Acc.	0.00015	1.40					Equity Int'l.	0.00015	1.40					MI Int'l Fund Prod.	0.00015	1.40	</				

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Unit Trust	Price	Size	Yield	Ex Date	Unit Trust	Price	Size	Yield	Ex Date	Unit Trust	Price	Size	Yield	Ex Date	Unit Trust	Price	Size	Yield	Ex Date	Unit Trust	Price	Size	Yield	Ex Date					
National Financial Management Corp PLC	110.0	110.0	-0.5		Providence Capital Life Assc Co Ltd	110.0	110.0	-0.5		Royal Heritage Life Assurance Ltd	110.0	110.0	-0.5		Sun Alliance Group	110.0	110.0	-0.5		Timberidge Wells Equitable	110.0	110.0	-0.5		Starp (Albert E.) & Co.	110.0	110.0	-0.5	
72 Gt George St, Liverpool, L17 5JL	0295 755259				Property Fund	110.0	110.0	-0.5		Sheldone Assurance Ltd	110.0	110.0	-0.5		Sun Alliance Home, Northern	110.0	110.0	-0.5		America Fund	110.0	110.0	-0.5		RBC Offshore Managers Ltd	110.0	110.0	-0.5	
Life Funds					Gold Bond Fund	110.0	110.0	-0.5		Sheldone Ltd	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Capital Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Managed Cashflow	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Mortg	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		For East & Pacific	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Managed Opportunity	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Caribbean Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
50% Fund Inc. Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		European Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
PEP Fund					Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Managed Cashflow	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Managed Opportunity	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
UK Equity Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Managed Cashflow	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
UK Managed Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
National Mutual Life					Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
The Privity, Privity Plc, Wincle, SS5 5DW	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Managed Project Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
PEP UK Equity	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens Overseas Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens International Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens Interest Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens Overseas Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens International Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens Interest Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens International Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens Interest Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens International Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens Interest Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens International Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens Interest Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-0.5		Sheldone Pensions	110.0	110.0	-0.5		Swallow Fund	110.0	110.0	-0.5		Far East Fund	110.0	110.0	-0.5		Mar-Chival Reinsured Ltd	110.0	110.0	-0.5	
Pens International Fund	110.0	110.0	-0.5		Gold Fund	110.0	110.0	-																					

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Unit	Cost	Price	Offer + w	Yield	Unit	Cost	Price	Offer + w	Yield	Unit	Cost	Price	Offer + w	Yield	Unit	Cost	Price	Offer + w	Yield	Unit	Cost	Price	Offer + w	Yield
Gardiner Luxembourg SA					Lazard Fund Managers Corp.	\$24.40	\$25.00			Aditya Investment Ltd.	\$40.00	\$41.35			Gardiner Investment Ltd.	\$12.20	\$12.20			Nikko Luxembourg S.A.	\$43.23	\$42.40		
23 Bonds Bearer 1992 Nov/Dec L10 352-491/84					Lazard Asset Fund	\$24.18	\$24.21			Central Fund Luxembourg Ltd.	\$10.20	\$10.72			Custodian Fund Luxembourg Ltd.	\$10.20	\$10.20			Capital Protection Ltd.	\$10.20	\$10.72		
Government Bond Fund					Lazard Int'l Corp.	\$24.18	\$24.21			Feeds...	\$40.00	\$41.35			Europac Ltd.	\$10.20	\$10.72			Europac Ltd.	\$10.20	\$10.72		
10% Govt. Bond					Lazard Serl Port Fund	\$27.17	\$9.95			French Portfolio	\$1.00		-0.01	11.87	Europac Ltd.	\$10.20	\$10.72			Financial Protection Ltd.	\$10.20	\$10.72		
Northic Equity	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.00	\$10.64			General Portfolio	\$1.25		-0.01	11.87	Global Fund	\$10.20	\$10.72			Money Fund Ltd.	\$10.20	\$10.72		
Gold Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.76			Balanced Portfolio	1.25		-0.01	11.87	Global Fund	\$10.20	\$10.72			Mutual Fund Ltd.	\$10.20	\$10.72		
Japan Equity	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			General Fund Managers Ltd.	\$10.20				North America Fund	\$36.76	\$36.61			North America Fund	\$36.76	\$36.61		
Global Portfolio	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$1.00		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Developers Reserve	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$1.25		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Industrial Reserve	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$1.50		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Small Equity	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$1.75		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Small Bond	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$2.00		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$2.25		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Short Bond	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$2.50		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$2.75		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$3.00		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$3.25		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$3.50		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$3.75		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$4.00		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$4.25		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$4.50		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$4.75		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$5.00		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$5.25		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$5.50		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$5.75		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$6.00		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$6.25		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$6.50		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$6.75		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$7.00		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$7.25		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$7.50		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$7.75		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$8.00		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49	\$9.81			Georgian Selection Fund	\$8.25		-0.01	11.87	North America Fund	\$36.76	\$36.61			Pacific Fund Ltd.	\$36.76	\$36.61		
Dividend Fund	\$24.1	\$19.92			Lazard Serl Port Fund	\$28.49</td																		

FOREIGN EXCHANGES

Dollar up ahead of trade data

THE FOREIGN exchange market remained quiet yesterday. Lack of fresh political developments turned attention back towards economic fundamentals, and particularly today's news on US trade in December. Economists expect an improvement on the November deficit of \$10.5 billion and this underpinned the dollar yesterday.

Mild winter weather led to a surprisingly sharp rise of 2.6 per cent in January US housing starts. This was the largest monthly increase since records began in 1969, but the weather factor meant the dollar gained only slight support. Concern about the safety of US President George Bush, at his meeting in Colombia to discuss the drugs problem with South American leaders, added a note of nervousness to trading.

At the close in London the dollar had advanced to DM1.6805 from DM1.6715; to Y144.40 from Y144.25; to SF1.4945 from SF1.4920; and to FF1.7125 from FF1.6850. According to the Bank of England the dollar's index rose to 67.1 from 67.0.

The D-Mark was slightly weaker overall, drifting quietly as the market waited for further moves on German unity. It fell to L742.05 from L742.75 against the Italian lira from 67.1 to 67.0.

The pound eased 30 points to \$1.6935 from \$1.6940 to Y244.75, but was unchanged at SF1.5300 and rose to DM2.8250 from DM2.8300 and to FF19.5700 from FF19.6450. Sterling's

index rose 0.2 to 99.6.

The Australian dollar shrugged off another easing of monetary policy by the Reserve Bank of Australia. In Sydney the local currency touched a low of 73.83 US cents after the authorities announced another cut of 1/4 per cent in interest rates. The central bank said the reduction reflected a slowdown in domestic demand, but the move was widely regarded as political. Speculation increased that Australian Prime Minister Mr Bob Hawke will soon call an election. It must be held by May 12.

At the close in Sydney the Australian dollar had rebounded to 74.76 cents, and later in London rose to 75.05 cents, from 74.55 cents on Wednesday.

The South African rand improved in nervous trading. The dollar fell to R3.6425 from R3.71 in London.

London closed. The lira was again the strong member of the European Monetary System, while the French franc was the weakest. The two currencies stayed within their 10 per cent limit however. A decline of the D-Mark against the franc helped keep pressure off the system. The West German currency eased to FF13.3900 from FF13.4010, in spite of a widening of the French current account deficit to FF13.3910 in December from a revised FF13.1800 in November.

Sterling was generally firm, supported by comments from the UK Prime Minister and the Chancellor of the Exchequer, reaffirming the Government's determination to reduce inflation.

The pound eased 30 points to \$1.6935 from \$1.6940 to Y244.75, but was unchanged at SF1.5300 and rose to DM2.8250 from DM2.8300 and to FF19.5700 from FF19.6450. Sterling's

EURO-CURRENCY INTEREST RATES

Feb 15	Short term	7 Days	One Month	Three Months	Six Months	One Year
Series	143-1/4	143-1/4	151-1/2	151-1/2	151-1/2	151-1/2
US D-Mark	133-1/2	133-1/2	134-1/2	134-1/2	134-1/2	134-1/2
UK Pound	9-1/2	9-1/2	9-1/2	9-1/2	9-1/2	9-1/2
French Franc	75-3/4	75-3/4	76-1/2	76-1/2	76-1/2	76-1/2
Italian Lira	108-1/2	108-1/2	108-1/2	108-1/2	108-1/2	108-1/2
Swiss Franc	10-1/2	10-1/2	10-1/2	10-1/2	10-1/2	10-1/2
Austrian Schilling	8-1/2	8-1/2	8-1/2	8-1/2	8-1/2	8-1/2

Long-term Eurocurrencies: one year 6.5-8 per cent; three years 9.0-9.5 per cent; four years 9.5-10 per cent; five years 10.0-10.5 per cent; seven years 10.5-11 per cent. Short-term rates are for US Dollars and Japanese Yen only. See notes.

Forward premiums and discounts apply to the US dollar.

STERLING INDEX

Feb 15	Latest	Previous Close
1.4915-1.4925	1.4925-1.4930	1.4925-1.4930
0.97-0.98	0.97-0.98	0.97-0.98
3 months ...	2.65-2.66m	2.65-2.66m
12 months ...	9.65-9.70m	9.65-9.70m

Forward premiums and discounts apply to the US dollar.

CURRENCY RATES

Feb 15	Bank rate %	Spot & forward rates	Conversion factor to US dollar	Conversion factor to £
Sterling £	1.27478	1.30328	1.30328	1.30328
U.S. Dollar	7	1.32798	1.31643	1.31643
Canadian Dollar	1.07	1.32798	1.31643	1.31643
American Shilling	1.5	1.32798	1.31643	1.31643
Belgian Franc	100	44.9977	42.6469	42.6469
Dutch Guilder	100	8.99018	8.7077	8.7077
Euro Franc	100	7.0775	6.9295	6.9295
French Franc	100	7.54857	7.3997	7.3997
Irish Pound	100	1.20205	1.1824	1.1824
Japanese Yen	117.70	1.20205	1.1824	1.1824
Korean Won	8	8.58687	8.58687	8.58687
Swiss Franc	9	N/A	N/A	N/A
French Franc	100	1.96045	1.91720	1.91720
British Pound	1.00	1.96045	1.91720	1.91720
ECU	1.96045	1.96045	1.96045	1.96045

Forward premiums and discounts apply to the US dollar.

Forward premiums and discounts apply to the £.

All SDR rates are for £14.

Forward premiums and discounts apply to the ECU.

Forward premiums and discounts apply to the Japanese Yen.

Forward premiums and discounts apply to the Swiss Franc.

Forward premiums and discounts apply to the French Franc.

Forward premiums and discounts apply to the Belgian Franc.

Forward premiums and discounts apply to the Dutch Guilder.

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Forward premiums and discounts

WORLD STOCK MARKETS

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NEW YORK STOCK EXCHANGE COMPOSITE PRICES

3pm prices February 15

Continued on Page 47

NYSE COMPOSITE PRICES

**12 Month
High Low Stock Div. Yld. E 100% High Loc
Continued from previous Page**

Sales figures are unofficial. Yearly highs and lows reflect the previous 52 weeks plus the current week, but not the latest trading day. Where a split or stock dividend amounting to 25 per cent or more has been paid, the year's high-only range and dividend are shown for the new stock only. Unless otherwise noted, rates of dividend are annual distributions based on the latest declaration. a-dividend also stated, b-annual rate of dividend plus stock dividend, c-distribution dividend, d-new year yearly low, e-dividend declared or paid in preceding 12 months, dividends in Canadian funds, subject to 15% non-residence tax. f-dividends declared after split-up or stock dividend, dividend paid this year, omitted, deferred, or no action taken at latest dividend meeting, g-dividends declared or paid this year, an accumulation with dividends in arrears. h-new low in the past 52 weeks. The high-low range begins with the start of trading, i-short-day delivery, P/E price-earnings ratio, j-dividends declared or paid in preceding 12 months, plus stock dividend or stock split. Dividends begin with date of split, k-splits, l-dividend paid in stock in preceding 12 months, estimated cash value on ex-dividend or ex-distribution date, m-new yearly high, n-trading halted, v-in bankruptcy or receivership or being liquidated under the Bankruptcy Act, or securities assumed by such companies, w-distributed, x-when issued, y-with warrants, x-on-dividend or ex-rights, z-plus-ex-distribution, zz-without warrants, y-new-dividend and sales listed, yy-yield as of last in full.

NASDAQ NATIONAL MARKET

3pm prices February 15

AMEX COMPOSITE PRICES

**Span prices
February 15**

Stock	Div. #	IV 90						IV 91						IV 92						IV 93										
		1990	High	Low	Close	Chg	Stock	Div. #	1990	High	Low	Close	Chg	Stock	Div. #	1990	High	Low	Close	Chg	Stock	Div. #	1990	High	Low	Close	Chg			
AT&T		481	141	82	121	+1	Cisco	Div. #	1990	High	Low	Close	Chg	Coors	Div. #	1990	High	Low	Close	Chg	Coors	Div. #	1990	High	Low	Close	Chg			
ATT Pk2.34e		37	50	32	37	-1	Cross		124	25	22	25	-1	Cross		124	25	22	25	-1	Cross		124	25	22	25	-1			
Axon	3	10	8	7	7	-1	CrstCp		206	22	20	21	-1	CrstCp		206	22	20	21	-1	CrstCp		206	22	20	21	-1			
AirExp		10	8	7	7	-1	CrstCp		206	22	20	21	-1	CrstCp		206	22	20	21	-1	CrstCp		206	22	20	21	-1			
Altisys		51	8	7	7	-1	CrstCp		206	22	20	21	-1	CrstCp		206	22	20	21	-1	CrstCp		206	22	20	21	-1			
AlphaNet		30	3	2	3	+1	CyberPd		14	12	11	12	-1	CyberPd		14	12	11	12	-1	CyberPd		14	12	11	12	-1			
Alta		75	125	40	50	+25	DII Ind		10	12	11	12	-1	DII Ind		10	12	11	12	-1	DII Ind		10	12	11	12	-1			
Amidit	.10	10	8	7	7	-1	DIVG		26	25	24	25	-1	DIVG		26	25	24	25	-1	DIVG		26	25	24	25	-1			
AMRSoft	.24e	11	10	9	10	+1	DataPd		16	15	14	15	-1	DataPd		16	15	14	15	-1	DataPd		16	15	14	15	-1			
AMTSoft	.52	320	10	8	9	+1	Defined		12	13	12	13	-1	Defined		12	13	12	13	-1	Defined		12	13	12	13	-1			
APeD		10	8	7	7	-1	Descon		15	17	16	17	-1	Descon		15	17	16	17	-1	Descon		15	17	16	17	-1			
ASCI		174	24	22	24	+2	DispEx		72	12	11	12	-1	DispEx		72	12	11	12	-1	DispEx		72	12	11	12	-1			
AsimW	.48e	11	10	9	10	+1	EAC		12	13	12	13	-1	EAC		12	13	12	13	-1	EAC		12	13	12	13	-1			
Ampel	.27e	25	20	19	21	+2	EchoB	2.00e	15	16	15	16	-1	EchoB	.57	15	16	15	16	-1	EchoB	.57	15	16	15	16	-1			
Andel		41	12	11	12	+1	ECHO	.14	15	16	15	-1	ECHO	.14	15	16	15	-1	ECHO	.14	15	16	15	-1	ECHO	.14	15	16	15	-1
ArtCom		55	55	54	55	+1	Educom		15	16	15	16	-1	Educom		15	16	15	16	-1	Educom		15	16	15	16	-1			
Atari		204	75	74	75	+1	ESNO		15	16	15	16	-1	ESNO		15	16	15	16	-1	ESNO		15	16	15	16	-1			
AtsCom		1	1	1	1	-1	Espresso		15	16	15	16	-1	Espresso		15	16	15	16	-1	Espresso		15	16	15	16	-1			
Audited		51	21	20	21	+1	FBI		15	16	15	16	-1	FBI		15	16	15	16	-1	FBI		15	16	15	16	-1			
B	HQ	35	35	34	35	-1	Fleisch	1.00e	15	16	15	16	-1	Fleisch		15	16	15	16	-1	Fleisch		15	16	15	16	-1			
Bell		151	160	159	161	+1	Flextron		15	16	15	16	-1	Flextron		15	16	15	16	-1	Flextron		15	16	15	16	-1			
BBN		12	11	10	11	+1	Fluke		15	16	15	16	-1	Fluke		15	16	15	16	-1	Fluke		15	16	15	16	-1			
BerryRG		27	26	25	26	+1	FlyBy	.10	15	16	15	-1	FlyBy	.10	15	16	15	-1	FlyBy	.10	15	16	15	-1	FlyBy	.10	15	16	15	-1
Bersch		17	16	15	16	+1	Freight		12	13	12	13	-1	Freight		12	13	12	13	-1	Freight		12	13	12	13	-1			
Beard		17	16	15	16	+1	Fruit		15	16	15	16	-1	Fruit		15	16	15	16	-1	Fruit		15	16	15	16	-1			
BergB	.32	15	12	11	12	+1	Futur		15	16	15	16	-1	Futur		15	16	15	16	-1	Futur		15	16	15	16	-1			
BisClp	.172	15	14	13	14	+1	G&G		15	16	15	16	-1	G&G		15	16	15	16	-1	G&G		15	16	15	16	-1			
BlkClp		14	14	13	14	+1	GlassF		15	16	15	16	-1	GlassF		15	16	15	16	-1	GlassF		15	16	15	16	-1			
BlkClp B		14	14	13	14	+1	GlobeIt	1	11	11	10	-1	GlobeIt	1	11	11	10	-1	GlobeIt	1	11	11	10	-1	GlobeIt	1	11	11	10	-1
BlkClp A		14	14	13	14	+1	GlobalF		15	16	15	16	-1	GlobalF		15	16	15	16	-1	GlobalF		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Granite		15	16	15	16	-1	Granite		15	16	15	16	-1	Granite		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Grolier		15	16	15	16	-1	Grolier		15	16	15	16	-1	Grolier		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	GSCo	.46	15	16	15	16	-1	GSCo	.46	15	16	15	16	-1	GSCo	.46	15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Hastexo		15	16	15	16	-1	Hastexo		15	16	15	16	-1	Hastexo		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	HinCh		15	16	15	16	-1	HinCh		15	16	15	16	-1	HinCh		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Hivex		15	16	15	16	-1	Hivex		15	16	15	16	-1	Hivex		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	HolyGr	.10	15	16	15	-1	HolyGr	.10	15	16	15	-1	HolyGr	.10	15	16	15	-1	HolyGr	.10	15	16	15	-1
BlkClp A		14	14	13	14	+1	HondaBld		15	16	15	16	-1	HondaBld		15	16	15	16	-1	HondaBld		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Hortex		15	16	15	16	-1	Hortex		15	16	15	16	-1	Hortex		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	HornetEx		15	16	15	16	-1	HornetEx		15	16	15	16	-1	HornetEx		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	I		15	16	15	16	-1	I		15	16	15	16	-1	I		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Intr		15	16	15	16	-1	Intr		15	16	15	16	-1	Intr		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1	Int'l		15	16	15	16	-1			
BlkClp A		14	14	13	14	+1	Int'l		15	16	15	16	-1	Int																

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AMERICA

New issues boost volume as Dow regains ground

Wall Street

A MODEST mid-session gain and an upturn in trading volume suggested yesterday morning that the equity market may be coming out of the shock of this week's bankruptcy at Drexel Burnham Lambert, writes Janet Bush in New York.

At 2 pm, the Dow Jones Industrial Average was 15.32 higher at 2,639.64 on volume of 102m shares by mid-session. The total of shares traded on the New York Stock Exchange had dwindled in recent sessions, failing to make the 150m level for the last four trading days.

The Dow Jones index had closed 0.22 points higher at 2,624.32 on Wednesday, having failed to sustain an early rally. There was little reaction in the stock market to yesterday's news of a record jump in housing starts in January of just under 29.6 per cent, which, even taking unseasonably warm weather last month into account, was still much stronger than Wall Street analysts had expected.

The Treasury bond market was put on the defensive by these figures and showed price losses of as much as ½ point at mid-session, but this did not appear to have an impact on stocks.

Today, financial markets will be looking at the release of January industrial production and capacity usage figures, as well as December's merchant-

dise trade deficit.

One of the reasons for the pick-up in volume yesterday morning was active trading of two new equity issues - Readers Digest Association and Growth Fund of Spain - which both traded above their initial offering prices at mid-session. Readers Digest's Class

offering this year already and only two junk bond issues.

Commercial bank stocks put in a strong showing, with some investors apparently realising that the failure of Drexel would mean a return to more traditional bank lending rather than corporations raising cash through the issue of junk bonds.

Citicorp added ½% to \$247, J.P. Morgan jumped ½% to \$274 and Chemical Bank rose ¾% to \$254.

Mr Rupert Murdoch's News Corp added ½% to \$16 in spite of the fact that the company reported a 65.4 per cent drop in its operating profit in the second half of 1989, partly due to losses at Sky Television.

NYSE volume



A non-voting shares, which were sold initially at \$20 and opened for trading at \$21 ¼, were quoted ½% higher at \$21 ¾ while Growth Fund of Spain, sold initially for \$12 a share, was quoted ½% above its opening price at \$13 ¼.

There has been a great deal of talk this week about a switch in financing methods in the aftermath of Drexel Burnham Lambert's bankruptcy and depressed conditions in the junk bond market from issues of debt to equity, writes Michio Nakamoto in

TORONTO stocks slid in sluggish trade, with investors waiting for the Bank of Canada rate, due to be released late yesterday, and US January trade figures, due today. Banking shares fell on fears of a jump in the bank rate.

The composite index slipped 5.9 to 3,744.5 on volume of 14.7m shares, with falls leading advances 224 to 189.

Among banking shares, Royal Bank fell ½% to \$22.2, Bank of Nova Scotia ½% to \$34 ½ and Toronto Dominion ½% to \$31 ¾ while Bank of Montreal was unchanged at \$28 ¾.

In metal companies, Alcan gained ½% to \$23 ¾, Inco rose ½% to \$28 ¾ and Cominco added ½% to \$24 ¾.

Canada

FRANKFURT stocks slid in sluggish trade, with investors waiting for the Bank of Canada rate, due to be released late yesterday, and US January trade figures, due today. Banking shares fell on fears of a jump in the bank rate.

The composite index slipped 5.9 to 3,744.5 on volume of 14.7m shares, with falls leading advances 224 to 189.

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In metal companies, Alcan gained ½% to \$23 ¾, Inco rose ½% to \$28 ¾ and Cominco added ½% to \$24 ¾.

There has been a great deal of talk this week about a switch in financing methods in the aftermath of Drexel Burnham Lambert's bankruptcy and depressed conditions in the junk bond market from issues of debt to equity, writes Michio Nakamoto in

TORONTO stocks slid in sluggish trade, with investors waiting for the Bank of Canada rate, due to be released late yesterday, and US January trade figures, due today. Banking shares fell on fears of a jump in the bank rate.

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JOBS

What recruiters really want in applications

By Michael Dixon

MISERY ME, it seems that the Jobs column has misled readers about the best way to apply for a new post. Or so I am accused by nearly a dozen recruiters who are well placed to know.

Their umbrage is the greater because I committed the sin four weeks ago in the course of chiding recruiters for requiring much more considerate treatment from applicants than they mostly give in return. In particular,

I said, recruiters insist that "... there is no use in applying for jobs by sending a standard curriculum vitae, however glossy. The covering letter, and preferably the CV itself, should be tailored to point out the fit between the applicant's abilities and the employer's needs."

The protesting dozen all maintain that the phrase in italics states precisely the opposite of what a recruiter wants. They say that while job-seekers do well to write a fit-emphasising covering letter, the curriculum vitae should never be similarly tailored to suit.

All a CV should do is list every job that applicants have held in their working life, together with salient educational attainments, setting them out in chronological order. Whether it starts with the present and

goes backwards through time or vice versa, doesn't much matter. What does is that every statement made should be of the sort that the recruiter could evidently verify by briefly consulting the relevant organisation.

The reason, in the words of one of the dozen, is that "although it can be helpful for candidates to point out which episodes in their career fit the job, I also have to take account of the ways they're out of line with the requirements. I therefore need a CV which is factual and comprehensive."

Moreover, as five of the other recruiters comment too, the record must leave no room for suspicion. For example, the consensus is that the dates of changes from one post to another should indicate the month rather than just the year.

"It means that even fairly short periods out of work have to be specified," says one. "And unless they are justified convincingly, there's no denying that they count against. But it's still better for applicants to admit them than use fuzzy dating that, whether or not they've been without a job, leads me to suspect that they have and are papering over it."

Now, although one thing I have never done is to

recommend falsifying the record, that is no excuse for the sin I committed. So it might seem churlish of me to say anything more on the topic except that I am sorry. Nevertheless, seven of the dozen make a point which seems to confirm that recruiters tend to believe there is one law for them, and another for job-seekers.

In explaining why they want CVs to be in a standard form, the seven say that pressure of work usually prevents them from spending long sifting through initial applications. One estimates the time taken to decide between bunting and taking further at no more than 15 seconds.

If that is so, recruiters might do well to ask themselves two questions. The first is whether it would be wise for applicants to take only a similar length of time to decide whether a job was worth having. The second is: if they did, would they be worth employing?

Talent-raiser

NOW TO an opening in personnel management being offered by Jonathan Evans of Cambridge Recruitment Consultants on behalf of an employer he may not name. Accordingly he promises to

abide by applicants' requests not to be identified to his client at this stage, as do the other headhunters to be mentioned later.

The post - at the London base of a communications-systems business employing about 20,000 - is for an employee development manager. Responsibility is to the human resources director of the company, which is part of a British group.

The principal tasks are management development, succession planning for all skilled jobs, and installing procedures for identifying and cultivating internal talent from bottom to top of the organisation. Although the job is essentially of the central staff type, the recruit will need to sell the high importance of talent-raising to the numerous and various managers of the line.

Candidates should have a successful record in human resources management, as distinct from the welfare-rooted sort of personnel work, preferably even though not necessarily including specific responsibility for management development, succession planning and the like. They also need to have proved themselves able to win co-operation from hard-pressed line executives.

The salary indicator is £40,000, which could probably be stretched a bit. Other benefits include a car.

Inquiries to Mr Evans at 11 King's Parade, Cambridge CB2 1SJ; telephone 0223 311316, fax 0223 316152.

Treasury

WHENCE to the Benelux countries, which is as precise as headhunter Richard Robinson may be about the location of the group for which he seeks a director of treasury operations.

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and sales administration in pursuit of higher efficiency.

Candidates should be doing similar work at senior level in a highly reputed company, with duties which span several countries. Besides English, they must speak and write at least one other language. Flemish being a particular advantage. Thorough if not native expertise of the Benelux area is essential.

Salary indicator £50,000 plus bonuses. Equity stake as well as car among perks.

Inquiries to Mr Robinson at Capita, Sears and Partners, 71 Kingsway, London WC2B 6ST; tel 01-404 5701, fax 01-242 0515.

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For a confidential discussion on this and other marketing opportunities please contact Michael Brennan or John Faulkner.

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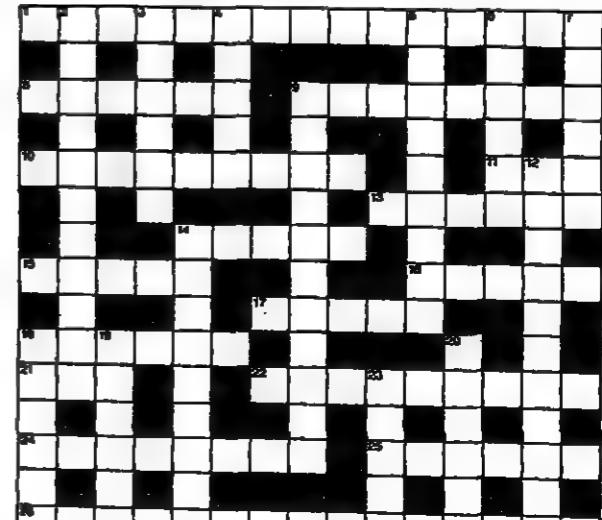
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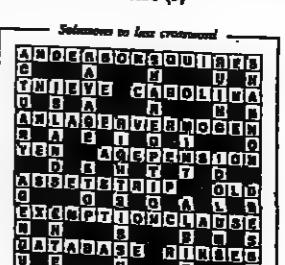
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 - Naughty children taken one to an African tribe (5)

- Downs**
- Entries - dead ducks (3,4)
 - Trade Union share (6)
 - Where one can buy cheap sheep, I hear (5)



Anderson, Squires
A member of the Parkinson Group PLC

The most original recruitment consultancy is run for original reasons Q.E.D. (8,7)

Anderson Squires has built its reputation on success. One principle has guided us to a leading European consultancy position within just eight years of conception, a positive commitment to our clients.

We are committed to understanding their business. To being proactive as well as reactive to their ever-changing needs, constantly developing creative and imaginative services to suit fluctuating markets. We have unquestionable standards of integrity and confidentiality. In short, we provide a recruitment and consultancy service to the banking and financial communities that is cost-effective, flexible and utterly professional.

FIXED INCOME FUND MANAGER

c £35,000

An expanding European Financial Services Group has created a new position in the company's Fixed Interest Department. The successful candidate will take responsibility for a portfolio of Fixed Interest Funds on an active management basis, using arbitrage opportunities and position taking in relative instruments based on research by the Fund Manager. Candidates should be numerate, possess a degree in Economics and have at least three years' experience in Capital Markets and Treasury. Contact David Puddick.

**CREDIT ANALYST
(Cum Marketing)**

£ neg

A dynamic European Bank seeks an experienced Credit Analyst, due to the promotion of the last incumbent to a Marketing Officer position. Ideally, you will be a graduate/ACIB aged in your mid 20's, with experience of analysing UK corporates (top 500). Working in a small credit area, you will cover a wide range of services, including trade and commodity finance. In addition to sound analysis skills, you will be well presented, have an outgoing personality and aspire to a Marketing Officer role within the next two years. An attractive salary and benefits package will be offered, according to experience. Contact: Roulard Bardawil.

A bottle of 1979 Chateau Lagrange St. Julian Grand Cru will be presented by the Chairman of Parkinson Group PLC to the sender of the first correct solution to be drawn out of the hat, on February 23rd 1990.

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CREDIT ANALYST

City up to £25,000

Our client, a premier UK Merchant Bank, is looking to recruit a young, ambitious Credit Analyst.

As part of a successful and expanding team, you will provide Credit support for a broad range of products and gain exposure to a diverse client base. Working in conjunction with Account Executives, this high-profile role has extensive interface with both Senior Management and Clients.

Applicants, in their mid 20's, should be educated to degree level, have sound Credit skills. PC literacy and be seeking a move into a challenging and dynamic environment. In return, our client can offer a fast-moving and rewarding role with excellent long-term career prospects.

For further information contact Judy Elmes or write in confidence to:

WELL COURT ASSOCIATES

11 Well Court, London EC1M 9DN

Tel: 01 236 0723 Fax: 01 489 8305

FINANCIAL RECRUITMENT CONSULTANTS



INVESTMENT MANAGEMENT - EXETER

Ian Henderson Associates Limited is an independent investment management company, based in Exeter, which has established itself as a specialist in managing portfolios of investment trust shares. Due to the Company's rapid expansion, we are now seeking a Portfolio Manager, preferably with experience of the investment trust sector.

Ian Henderson Associates has management contracts for the three unit trusts run by Exeter Fund Managers Limited, a subsidiary company, and for Exmoor Dual Investment Trust PLC

Please apply in writing with a full CV to:

Mr I J S Henderson
Ian Henderson
Associates Limited
23 Cathedral Yard
EXETER EX1 1HB

Interviews will be arranged in either Exeter or London

Senior Treasury Marketing Officer

SALARY TO £50,000

plus full banking benefits, including car and performance bonus

We are a well-established International British Consortium Bank who wish to recruit an experienced individual to market Treasury Products to Gulf based clients. The position would suit an Arabic speaker with current marketing responsibilities to the major Middle Eastern financial centres. Previous sales experience in the foreign exchange and money markets, in addition to the derivative products, is essential. The successful candidate for this London-based position will be required to travel extensively in the Gulf region in order to enhance and expand upon the Bank's existing client base.

Interested individuals should send their C.V. in confidence to:

Angela Youels, Personnel Manager,
The United Bank of Kuwait plc,
3 Lombard Street, London EC3V 9DT.

You set the standard others will follow.

Every successful assault on a pinnacle has followed the highest standards of organisation, planning and strategy. Indeed, many follow the original pioneering route.

However, when you're the first to face up to a challenging task, you do not have that luxury. At East Kilbride Development Corporation, this means setting ourselves the highest standards over the next five dynamic years, as we face up to the challenge of completing a £100m development programme and making the successful transition from a public body to a series of viable private sector businesses.

Following restructuring, the Corporation is seeking two Directors to work closely with the Managing Director to develop the strategies that will establish the Corporation as the prototype for New Town evolution.

Commercial Director

c. £40,000 + Executive Benefits and Incentives

As Commercial Director, your role will involve the generation of proactive, innovative strategies to keep the Corporation at the forefront of the attraction of inward investment. You will be responsible for developing strategic plans on matters of property and the creation and leadership of a local development company.

You will be qualified in a property-related profession skilled in negotiation and be a persuasive communicator. You will have extensive experience in a large development organisation, probably at the level of strategy development. Man-management and team leadership are essential personal strengths.

Director of Corporate Services

c. £40,000 + Executive Benefits and Incentives

In this role, your key responsibilities will include financial strategy and performance, control of the cost and progress of the development programme, progressing wind-up and providing the financial strategy for privatisation.

You will be a qualified accountant or hold an equivalent business qualification in Corporate Finance and have a strong accounting and administration background. Experience in a large development organisation at a strategic level would be an advantage. You will have demonstrated commercial acumen and a creative, proactive approach, together with excellent leadership skills.

These positions will suit ambitious, motivated individuals, who are keen to further develop their track records in providing the strategic leadership to a successful organisation undergoing major change of national significance.

Further information and a job description are available from Billy Boyle, Head of Administration and Personnel, East Kilbride Development Corporation, Atholl House, East Kilbride G74 1LU, Tel: 03552 41111, to whom full CV details should be sent not later than 28th February, 1990.



International Oil Industry Direct New Business Development

Presently experiencing a level of activity unsurpassed in its history, this major international operator is a large North Sea producer, has significant involvement in a range of non-operated interests and is committed to further, long term expansion.

Entrepreneurial by nature, you will be attracted to this opportunity where you will have the freedom to spearhead new business development. Through acquisitions, joint venture initiatives and strategic planning, you will ensure the company's long term reserves position is sound and will thus optimise its asset value and business direction.

In absolute confidence, please ring or write with CV to: John Diack, Managing Director, Simpson Crowden Consultants Limited, 97/99 Park Street, London W1Y 3HA. Telephone: 01-629 5909.

**Simpson Crowden
CONSULTANTS**

A natural leader, you have flair, commercial shrewdness and are goal oriented. You have at least 15 years' industrial experience, preferably but not necessarily oil related, your financial, strategic planning and acquisition skills being of prime importance.

Clear evidence of further career development potential beyond this post will also be provided.

A highly competitive, negotiable package is available and will certainly reflect the importance of this position in relation to the company's future.

STREETS MERGERS & ACQUISITIONS PUBLIC RELATIONS

Streets Communications is looking for a senior Public Relations executive with top-level experience in Mergers & Acquisitions, whether gained in a merchant bank, broker or another consultancy. Age and gender are immaterial. What do matter are the depth and breadth of your recent experience, and your ability to translate it into a continuing flow of business. For the right person, a board appointment would be immediate. If you have a small team working for you, we are willing to talk about them, too.

Streets is one of the leading communications consultancies in the UK, with a long history, 40 staff, and a firm and growing client base. We offer a full range of communications services - Public and Investor Relations, advertising, design and print - from our listed offices just off Fleet Street.

Recently we became part of Thomas & Klein International, one of the leading corporate and financial communications companies in the Netherlands, as part of its objective of building a pan-European network of similar consultancies.

If you would like to join an established and ambitious company at a very exciting time, please contact our Chief Executive, Keith Lewis. Naturally your salary and benefits package will match your experience and abilities.

STREETS COMMUNICATIONS LIMITED
18 Red Lion Court, Fleet Street, London EC4A 3HT. Tel: 01 533 1090.

A member of the Thomas & Klein International Group.

CAPITAL MARKETS ORIGINATION

ITALY

Required for major Japanese institution, numerate graduates with preferably two years experience marketing capital market debt products including derivative products. Fluent Italian and English required. Salary neg.

Please send C.V. to
Box A1477,
Financial Times,
One Southwark Bridge,
London SE1 9HL

SHAW & CO. LIMITED

MEMBER OF THE INTERNATIONAL STOCK EXCHANGE AND THE SECURITIES ASSOCIATION



A MEMBER OF THE BANK MEES & HOPE GROUP

DEPARTMENT OF TRADE AND INDUSTRY

HIGH CALIBRE

INSURANCE PROFESSIONALS

UP TO £33K (PLUS BENEFITS) OR HIGHER
FOR EXCEPTIONALLY QUALIFIED CANDIDATES

TO PLAY A LEADING ROLE IN THE AUTHORISATION AND SUPERVISION OF INSURANCE COMPANIES

The Department of Trade and Industry is responsible for the authorisation and supervision of insurance companies carrying on business in the United Kingdom. At a time of rapid development in the financial services sector throughout Europe, it is a demanding and worthwhile role requiring the highest qualities of professional expertise and analytical ability. To help us meet the challenge of protecting policyholders, while allowing industry the freedom to compete effectively, we are seeking a number of senior insurance professionals to fill key posts in our supervisory team. These are demanding and varied roles, where you will largely be required to work independently and on your own initiative. You should be able to demonstrate a good understanding of the insurance industry; excellent analytical ability, together with effective and fluent communication skills; the capacity to establish personal credibility and good working relationships with top management in the industry and with your colleagues in the Department and other regulatory organisations.

As a first step we are looking to fill three posts in the Department's Insurance Division:

AUTHORITY SECTION

This post will carry responsibility for examining all applications for authorisation to carry on insurance business in the United Kingdom (long term and general business and reinsurance), and for the supervision of newly authorised companies. Experience in investment analysis would be an advantage in this post.

REINSURANCE AND LONDON MARKET SECTION

This post will involve the supervision of specialist reinsurance and London Market companies, and advice to other supervisors on the reinsurance position of direct insurers. Familiarity with the operation of the London Market and experience in assessing the security of reinsurers will be essential for this post.

GENERAL BUSINESS SUPERVISION

This post carries responsibility for monitoring the financial position of non-life companies and assessing the reliability and adequacy of the claims forecasts and reserves. Expertise in claims reserving will be an advantage for this post.

The starting salary available for these posts is between £23,000 and £33,000 depending on your qualifications and experience. Up to £38,500 may be available for those with special qualifications or experience. The posts also attract non-contributory pensions. Appointments will be initially for 2-3 years, with the possibility of renewal.

For further details and an application form (to be returned by 7 March 1990) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours).

Please quote ref: G/8301.

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London EC2M 5NT.

SHAW & CO. LIMITED

MEMBER OF THE INTERNATIONAL STOCK EXCHANGE AND THE SECURITIES ASSOCIATION



A MEMBER OF THE BANK MEES & HOPE GROUP

Assistant Investment Manager Pension Fund

RTZ is seeking a high calibre individual to join its Investment Department, at the Group's International Headquarters in St James's Square, London, SW1.

The Department is responsible for managing a £650m portfolio invested in equities, gilts and property in accordance with guidelines laid down by an Internal Investment Committee.

The successful candidate will assist in the overall management of the Fund and will take responsibility for particular sectors of the portfolio. He or she will also deputise for the Head of Department in the latter's absence.

He/she will probably be a graduate or holder of a professional qualification, with at least 5 years' experience in the financial/investment field.

The remuneration package includes a competitive salary, company car, private medical insurance and participation in the Company's profit share scheme after 2 years' service.

RTZ LIMITED

RTZ
GROUP

Please write enclosing a full CV including details of your current remuneration to: Mr P C Tebbutt, Staff Manager, RTZ Limited, 6 St James's Square, London SW1Y 4LD. Telephone: 01-930 2399.

Appointments Advertising

appears every Wednesday and Thursday.
(Friday International Edition only).
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Jennifer Hudson
ext 3607

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ext 3460

Adam Futera
ext 3559

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ext 3199

Stewart Maddock
ext 3392

HEAD OF RISK MANAGEMENT UNIT MIDLAND MONTAGU CAPITAL MARKETS

This is a senior appointment reporting directly to the Head of Capital Markets. The post carries full responsibility for the evaluation, analysis, approval and management of credit risk undertaken within Midland Montagu's capital markets business. There is a small, specialist support team.

The risk management unit is an integral part of the capital markets business. Its role is highly pro-active and involves a high degree of responsibility. There are strong functional links at senior level with other areas of the bank, principally central risk management (credit and market risk), corporate marketing, regulatory reporting and systems development.

Thorough knowledge of treasury products and full understanding of the market and business risks inherent in capital markets operations are essential as the candidate will need to quantify the risks arising in individual transactions and give appropriate advice and support to the business unit. Ideally suited to someone with proven credit skills and a thorough grasp of the overall risk management implications of capital markets credit-based products, it requires a banker capable of evaluating and reacting to business needs and opportunities, and able to provide guidance on specific complex transactions on a case-by-case basis.

Education to degree level, ACIB or equivalent is required. A minimum of 5 years credit analysis experience is required, preferably gained in a clearing bank or US bank money centre. Communication and inter-personal skills are essential.

The salary will be appropriate to the seniority of this appointment and will include the full range of investment banking benefits. Please send your CV and full details of your experience to Barbara Simpson, Personnel, Midland Montagu, 10 Lower Thames Street, London EC3R 6AE.



Midland Montagu is the international and investment banking arm of Midland Group

MITSUBISHI FINANCE INTERNATIONAL PLC RISK MANAGEMENT SUPPORT

Mitsubishi Finance International, the London based securities and investment subsidiary of The Mitsubishi Bank, Limited in Tokyo, are further developing their Risk Management capabilities during 1990. Currently offering a broad range of off balance sheet products, including swaps and OTC options, Mitsubishi Finance plan to extend availability of all derivatives in the major European currencies.

In anticipation, we intend to strengthen the support team within the Risk Management/Technical Products group. Accordingly, the following opportunities exist:

MANAGER - SWAP OPERATIONS

The management of technicians responsible for the day to day processing of interest rate/currency swap transactions, caps and swaptions. This is a rapidly expanding area which will fully utilize the capacity of an individual with the appropriate and proven operational management skills. The ideal person would also be conversant with the established interest rate risk management techniques employed by the industry, and would be able to explain the sensitivities of our portfolios against market fluctuations. Sound knowledge of systems and other related function is also desirable.

ADMINISTRATOR - CUSTOMER SUPPORT

This position demands excellent organisation and communication skills, which would be employed to provide further controls over customer related administrative tasks, such as database maintenance, documentation, credit approvals, customer exposure, and both internal management and regulatory reporting. Additionally, this individual should possess the qualities to interface directly with customers on administrative issues, and furthermore support our marketing effort.

Salaries will be negotiable according to age and experience and benefits will be consistent with usual banking practice.

Interested applicants should write in strictest confidence enclosing a full c.v. to Annette Wolfe, Personnel Assistant, Mitsubishi Finance International plc, 6 Broadgate, London EC2M 2AA.

Portfolio Strategist

London

Attractive Salary + Benefits

My client is responsible for marketing sophisticated investment strategies to institutional investors on a global basis. In response to demand from institutional investors worldwide, they seek a Portfolio Strategist for their London office to monitor trends in financial markets and to develop and refine portfolio strategies for investors in the UK, Continental Europe and the Middle East. This will involve giving presentations for the press and for investors, defining alternative investment and hedging strategies and developing and maintaining strong links with the institutional investor community.



Michael Page City

International Recruitment Consultants
London Paris Amsterdam Brussels Sydney

Candidates will be expected to demonstrate a good understanding of modern portfolio theory and financial economics, with a minimum of two years' experience in investment analysis and regular exposure to fund managers. Given the pan-European nature of this challenging role a second European language would be a distinct advantage although is not essential. If you would be interested in pursuing this unique opportunity please contact Charles Ritchie on 01-831 2000 or write enclosing a full curriculum vitae to Michael Page City, 39-41 Parker Street, London WC2B 5LH.

Assistant Manager Actuarial Services

Management opportunity with an international Reinsurer

South East

c.£30,000 + Financial Services Benefits

Our client is a quality UK International Reinsurance Company with an enviable reputation for professionalism and innovation. The continued expansion of the Life Division has led to the creation of this challenging new position.

Reporting to the Actuarial Services Manager, you will be expected to make a significant contribution to running the department. Your initial responsibilities will include producing valuations, preparing new business reports, monitoring financial treaties, developing cash flow projections and the valued added model. Another key area will be the development and testing of information systems.

You will be a recently qualified Actuary or a student with at least eight examination passes and several years relevant experience.

Familiarity with computer applications in this field is critical. You will relish the opportunity of working in a customer oriented, highly flexible environment where your technical and managerial abilities will be fully utilised.

Salary will be dependent upon level of qualification and experience. The position carries an attractive Financial Services benefits package which includes a car for qualified candidates. Assistance with relocation will be provided where appropriate.

Please write - in confidence - with full career details, day-time telephone number and current salary to: Lynne J.A. Stevens, MSL International (UK) Ltd., 32 Aybrook Street, London W1M 3JL, quoting reference 21239.

MSL International



KPMG Peat Marwick McLintock

Executive Selection and Search
70 Fleet Street, London EC4Y 1EU

DAVID CAPPS & CO

English Solicitors Isle of Man - Jersey. To meet continued present and future growth a SENIOR U.S. QUALIFIED LAWYER with substantial experience in Liberian Corporate and Maritime law and international insurance management experience, required urgently. Fluency in French and Spanish essential. New York based experience preferred.

Contact: Resident Partner Phillip Hobson, Capco House, 31-47 North Quay, Douglas, Tel 662977

SENIOR FIXED INTEREST FUND MANAGER
required by a leading investment house specialising in Insurance Company funds. Salary and benefits commensurate with experience.

CV's in confidence to:
Box A174, Financial Times,
One Southwark Bridge,
London SE1 9HL
No later than Monday
19th February

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CAREER ANALYSTS
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INTERNATIONAL EXPLORATION V.P.

Independent international oil company with extensive worldwide relationships seeks an International Exploration V.P. to manage a startup international exploration operation based in Houston. The successful candidate will have superior industry contacts; possess a strong geological, geochemical and geophysical background; be experienced in negotiating oil and gas concessions and be adept at delivering resale presentations to industry partners. Candidate must have major or large independent experience with demonstrable track record of hydrocarbon discovery.

Please send resume and salary history to:

Write to Box A1470, Financial Times,
One Southwark Bridge, LONDON SE1 9HL

Credit/Marketing Co-ordinator

Major European Bank
Manchester Office
Attractive Banking Package

A unique opportunity to play an important role in a corporate marketing team with a leading European bank providing commercial and international banking services. The position would suit a lending banker, aged early 30's with good analytical skills and experience of credit administration and the provision of support to a marketing team. The duties cover assisting in the submission of credit applications and reviews, preparation of associated documentation, management information reports, administration control generally and include involvement in office services. Knowledge of German would be an advantage. This is an excellent career opportunity affording relevant and progressive responsibility.

For further details, please contact Frank Hoy, either by telephone or in writing.

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RECRUITMENT CONSULTANTS

6TH FLOOR, 2 LONDON WALL BUILDINGS,
LONDON EC2M 5PP
TEL: 01-638 2801 - FAX: 01-638 2738

Gordon Brown

Creative Financial Analysis

Wallace, Smith is a specialist merchant bank based in London. The strongly analytical nature of our organisation is reinforced within our consulting group and our market making operations. Our goal is to add long term economic value to our clients' businesses by helping them both to make better decisions and to measure this improvement.

To assist us in meeting this goal, and in support of our growing operations in European markets, Wallace, Smith is now recruiting a further Risk, Arbitrage and Technical Analyst.

We are looking for an analytically minded, creative, flexible and ambitious individual with more than one year's relevant experience. Since a large amount of direct client work is involved, excellent interpersonal and presentation skills are essential. A good knowledge of technical analysis techniques would be useful. Programming skills in "C" would be an added advantage.

If your educational background reflects a degree in mathematics, statistics or engineering combined with experience in financial markets analysis and modelling, we would like to discuss a career with you at Wallace, Smith.

Please send your curriculum vitae, in confidence to Philip Grainger, Manager, Human Resources, Wallace, Smith Trust Co Limited, Winchester House, 77 London Wall, London EC2N 1AB.

WALLACE, SMITH

INVESTMENT ANALYSTS

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Our client is one of the UK's leading financial institutions, with a worldwide operation. It has a reputation for achieving high standards and showing genuine commitment to its customers and employees.

As part of an expansionary programme, additional Investment Analysts are now required to join the equity management team. There are vacancies at a variety of levels and in different sectors, including opportunities for the right individuals to develop into senior management roles.

To register your interest in these exciting career opportunities, telephone Andrew Carroll on 061 825 3355. Alternatively, apply in writing with full career details and an indication of your current salary, to Mercuri Urval Ltd, Ship Canal House, King Street, Manchester, M2 4WU quoting ref: AC/5164.

Mercuri Urval

SITA

Established in 180 countries, SITA operates the largest worldwide telecommunications and data processing network on behalf of more than 390 airlines. Two important opportunities have arisen within the Administration and Finance Division in our Head Office.

FINANCIAL CONTROLLERS

based Paris

JUNIOR BUDGET CONTROLLER

You will join the team which is responsible for the economic control of the organization throughout the world. Responsibilities will encompass budgeting, cost control, project management control; financial planning and economic studies. Beginner or first experience (ref. AM)

Candidates should have a business school degree or an equivalent qualification. Knowledge of French and computer literacy would be advantageous. The willingness to travel abroad is essential.

Good salaries will be supported with comprehensive benefits. Success in these assignments will create opportunities in other areas of financial management.

Please send your CV and salary details, under the appropriate reference, to SITA, Human Resources Directorate, 112 av. Charles de Gaulle, 92522 Neuilly-sur-Seine, France.

CONTROLLER OF SUBSIDIARIES

You will exercise supervision and control of fast-growing subsidiary companies throughout the world, concentrating on the following areas: budgeting, reporting, cost control, financial performance and strategy. We are seeking up to five years' experience in relevant fields (ref. AF)

Corporate Banking — Property

c. £30,000

Our client is the expanding London branch of an international bank. Its property team has, over the last two years, established itself as a primary player and is poised for further growth with the appointment of an additional Marketing Officer. Aged 26-32, you should have strong credit skills covering syndicated and/or bilateral facilities, experience in the writing and negotiation of documentation and some exposure to new business development. Whilst one to two years property experience is preferred, people with a background in secured lending will certainly be considered. The Bank's commitment to this sector, combined with the team's steadily growing reputation, make this an excellent opportunity to develop specialist skills in an environment which offers security as much as scope for career progression.

In the first instance please telephone Loretta Quigley on 01-489 9494 (Fax 01-236 6718) or write sending a detailed CV to 12 Groveland Court, Bow Lane, London EC4M 9EH.

CONSULTANTS IN HUMAN RESOURCING

LOMBARD
LOMBARD CONSULTANTS LIMITED

FUTURES AND OPTIONS

GNI Limited is one of the leading European specialists in derivative products. We are continuing to expand our capacity in this area and are seeking the following experienced staff:

Institutional Broking

German and/or French speaking options brokers
Institutional Stock Index futures brokers.

Fund Management

Institutional Salesman with languages

Interested candidates should apply to Hugh Morshead on 01-378 7171 or by writing in confidence to the address below.

GNI Limited
Clechurh House
1 London Bridge Walk
London SE1 2SX

AFBD
MEMBER



SMITH NEW COURT PLC

UK ECONOMIST

Smith New Court is the leading independent securities house. We are expanding our coverage of U.K. economics and require a graduate economist with at least two years experience in a financial environment. Reporting to the senior U.K. economist, the successful candidate will also work closely with our portfolio strategists. Applicants must have strong analytical and communications skills. A background in monetary economics would also be advantageous. Salary is negotiable, but will be highly competitive.

Interested candidates should write, enclosing brief c.v. to:

Miss L M Holbourn, Personnel Manager,
Smith New Court PLC,
Chetwynd House, 24-30 St Swithin's Lane,
London, EC4N 8AE Tel: 020 1544

CJA

RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PU
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INTERNATIONAL FIXED INCOME SALES

EXCELLENT REMUNERATION PACKAGE

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CITY

LEADING INTERNATIONAL INVESTMENT BANKING AND SECURITIES HOUSE

We invite applications from experienced international fixed income sales executives who must have had at least three years' demanding background in this field. The selected candidate, who will work as part of a small closely knit sales team will be responsible for marketing high grade fixed income products including, eurobonds, mortgage-backed securities, Government securities, swaps and derivatives. Essential qualities are self-motivation, plus the ability to drive forward the sales of fixed income products independently, yet within a team environment. There is an excellent remuneration package plus generous benefits and competitive production-related commissions that will be offered to suitable candidates. Applications in strict confidence under reference IFIS/2305/FT will be forwarded to our client. If there are companies to whom you do not wish your application to be sent, these should be listed in a covering letter and the envelope marked for the attention of the Security Manager.

CAMPBELL-JOHNSON ASSOCIATES (MANAGEMENT RECRUITMENT CONSULTANTS) LIMITED, 3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PU.
TELEPHONE 01-588 3588 OR 01-588 3576. TELEC 887374. FAX 01-256 8501.

SIB

Compliance Officers

The Securities and Investments Board currently seeks to appoint two high calibre individuals to join its Authorisation, Compliance and Enforcement Division.

The Division is primarily responsible for the Compliance assessment of SIB-regulated firms, including external visits. Companies regulated range from Building Societies, Unit Trust groups and Life companies to smaller intermediaries.

Candidates, who may be professionally qualified, must have experience of financial services gained, for example, within the unit trust or life assurance industries. Ideally graduates, the

successful applicants will have good analytical and communication skills. An enquiring mind and proactive approach are essential, as is a mature and tactful disposition.

These positions offer an attractive salary and package, together with an excellent opportunity to gain an overview of the financial services industry from the apex of the regulatory framework.

Interested candidates should contact Karin Clarke on 01-831 2000 or write to her at Michael Page City, 39-41 Parker Street, London WC2B 5LH.

MP

Michael Page City
International Recruitment Consultants
London Paris Amsterdam Brussels Sydney

Challenging New Opportunity Corporate Finance

Senior Manager

£Excellent

Our client, a prestigious overseas banking group, which has the leading corporate finance operation in its home market, is currently establishing a new corporate finance subsidiary in London. The company will provide a full range of corporate finance advice, mainly to small to medium sized listed companies.

The corporate finance director has instructed us to recruit a senior manager to assist in the initial launch. Candidates should be qualified accountants and have at least 2-3 years'

experience gained within the corporate finance department of a merchant bank or a leading firm of stockbrokers. A strong entrepreneurial drive and active marketing experience combined with strong technical competence are essential.

Interested candidates should contact Paul Wilson on 01-831 2000 or write to him at Michael Page City, 39-41 Parker Street, London WC2B 5LH.

MP

Michael Page City
International Recruitment Consultants
London Paris Amsterdam Brussels Sydney

Swaps Marketeers

Global US Bank

to £50,000 + Bonus

Our client, the London branch of a Euromoney rated American bank, is currently looking to strengthen its Swaps team with the addition of two swaps marketeers. Candidates may come from a variety of backgrounds but must have some technical knowledge of swaps and derivative products - options, caps, collars, floors and equity derivatives. Intensive training will be given in the Financial Engineering team, before progressing to a focussed marketing role.

Ideally, individuals will be fluent in German or another major European language, with a strong mathematical

background. Certainly a graduate, candidates may have an MBA, and the commitment to prove themselves in a highly results orientated team.

For the right candidates who have both the marketing skills and technical awareness, remuneration will be generous and career development a certainty.

Interested applicants should contact Arabella Goodford or Kate Griffiths on 01-831 2000 or write to them at Michael Page City, 39-41 Parker Street, London WC2B 5LH.

MP

Michael Page City
International Recruitment Consultants
London Paris Amsterdam Brussels Sydney

CONSULTANTS IN HUMAN RESOURCING

LOMBARD
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FUTURES AND OPTIONS

GNI Limited is one of the leading European specialists in derivative products. We are continuing to expand our capacity in this area and are seeking the following experienced staff:

Institutional Broking

German and/or French speaking options brokers
Institutional Stock Index futures brokers.

Fund Management

Institutional Salesman with languages

Interested candidates should apply to Hugh Morshead on 01-378 7171 or by writing in confidence to the address below.

GNI Limited
Clechurh House
1 London Bridge Walk
London SE1 2SX

AFBD
MEMBER



SMITH NEW COURT PLC

UK ECONOMIST

Smith New Court is the leading independent securities house. We are expanding our coverage of U.K. economics and require a graduate economist with at least two years experience in a financial environment. Reporting to the senior U.K. economist, the successful candidate will also work closely with our portfolio strategists. Applicants must have strong analytical and communications skills. A background in monetary economics would also be advantageous. Salary is negotiable, but will be highly competitive.

Interested candidates should write, enclosing brief c.v. to:

Miss L M Holbourn, Personnel Manager,
Smith New Court PLC,
Chetwynd House, 24-30 St Swithin's Lane,
London, EC4N 8AE Tel: 020 1544

CORPORATE FINANCE EXECUTIVES £25-35,000 + BENS NEWLY QUALIFIED FOR LONDON BASED MERCHANT BANK

Candidates will have excellent academic qualifications and well-developed inter-personal management skills. They must have good experience of Mergers and Acquisitions, Re-organisations within a Top Firm of Chartered Accountants or major financial institution.

Please call David Pates, Search & Selection, Hynes Associates Ltd, IBC 77-79 Wells Street, London W1P 3RE. Tel: 01-580 5522

Oil market Economist/Analyst (PhD, Dip., MCIM, MBIM) is available to undertake any Oil consultancy work, oil markets' research and analysis, feasibility studies and surveys. Ready to travel Worldwide at customer's request. For any services. Please contact or write to:

Dr M G Salameh,
Spring Croft, Sturt Avenue,
Haslemere, Surrey
GU27 3SJ, England
Telephone: (0428) 4137
Fax: (0428) 56262

Oil Market Consultancy Service

BANKING OPPORTUNITIES

PARIS - NEW ISSUE SALES

to FF400,000

A leading French bank is offering the opportunity to develop your sales experience in part of its expanding new sales team in the Paris head office. Candidates must be graduates, speaking fluent French, and ideally will possess a background of at least 2 years' sales experience selling to UK or European clients.

UK CORPORATE DEVELOPMENT

c £20,000 + usual benefits

One of Europe's major banks wishes to appoint an energetic business developer to target medium to large UK corporates. With at least 1 to 2 years' relevant experience, you will be given the scope to develop a wide range of corporate banking and specialised finance products. This is an extremely active role requiring the ability to negotiate and develop business with both new and existing relationships. Age to early 30s.

CREDIT ANALYSIS

c £30,000+ benefits

Exciting opportunity to join the high profile specialist finance department of a major international bank. Working in a fast moving, deal driven area, you will be given the scope to develop your credit skills in a stimulating environment. Offering at least 18 months' relevant experience, you will be involved in a full range of corporate finance products, including project and LBO/M&B finance. Committed to London, the bank offers excellent career progression.

For further information on these and other vacancies, please contact:

Ian Dodd, Richard Lyons or Lucie de Nordwall.

INTERNATIONAL FINANCIAL RECRUITMENT CONSULTANTS

7 Birch Lane
London EC3V 9BY



A member of The Devonshire Group Plc

CORPORATE FINANCE

to 250,000 + profit share
This long established British merchant bank seeks to strengthen its team by appointing 2 additional executives at either Director or Assistant Director level. Candidates will probably be aged 30-40 and possess relevant qualifications and experience in order to provide clients with a wide range of services and advice, including M&A, debt finance, company finance and mergers and acquisitions. Great emphasis is placed upon personality, team spirit and the ability to undertake a proactive role in this competitive environment.

MARKETING OFFICER, COMMERCIAL PROPERTY

Salary see
Due to current expansion, this major international bank is seeking to recruit a Commercial Property Officer to maintain its established and continuously growing presence in the UK market. The ideal candidate will have specialist knowledge in property finance and possess excellent credit and marketing skills. Preference will be given to graduates.

TRADE FINANCE - COMMODITIES

Salary see
Our client is a European bank whose fast developing commodity trade finance business contributes to the urgent need to recruit at the head of this section. Candidates should have a minimum of 3 years' relevant experience, ideally in soft commodities and will probably be in their late 20's to early 30's. Minimum service have resulted in funds under management of over £250 million.

Morgan Grenfell Unit Trust Managers Limited

Head of Administration

Unit Trusts

Morgan Grenfell Unit Trust Managers Limited was founded in April, 1988 and has established an enviable reputation in the market place. The Company was awarded the Sunday Telegraph "Smaller Unit Trust Group of the Year, 1988", the Observer "Small Unit Trust Group of the Year, 1989" and the "PIMS Fund Management Group of the Year, 1989". Excellent fund performance, the launch of innovative products such as the UK, US and Japanese "Tracker Funds" and a superior level of service have resulted in funds under management of over £250 million.

A new Head of Administration is now sought to become a member of the senior management team to help plan and implement future

administrative strategy. You will control all aspects of administration, excluding Trust accounting.

We are seeking an outstanding individual with "hands on" knowledge of unit trust administration. Strong staff management and communication skills are essential. A practical knowledge of computerised systems and their applications is particularly advantageous. Candidates in the age range 28-40 would be preferred.

This is a key position commanding substantial remuneration reflecting the importance of the post.

For a strictly confidential discussion, telephone or write to our recruitment adviser at FLA, Robin Douglas, quoting reference 1285.



Financial Search and Selection
38 Old Bond Street, London W1X 3DS
Telephone 01 493 3811

RESEARCH SOUTH EAST ASIA

First Pacific Securities are leaders in the South East Asian equities markets. Already well-established in the financial centres of Hong Kong, Thailand, The Philippines and Malaysia, we have recently further developed our presence in Indonesia by signing a technical assistance agreement with the Jakarta stock broker PT Jaserah Utama.

Indonesia is fast becoming a financial focal point in South East Asia and we require an experienced analyst, to be based in Jakarta, to produce a regular economic and political commentary as well as a full company analysis research service to be distributed to our international institutional clients.

The role presents an excellent, ground-floor opportunity for the successful candidate to become a leading authority on Indonesia. It calls for at least 2-3 years general analytical experience together with good communication skills and the ability to train and motivate a team.

A highly competitive remuneration package is offered. To apply please write to David McKay, Managing Director, enclosing full curriculum vitae.

FIRST PACIFIC SECURITIES (UK) LIMITED
SUN COURT,
66-67 CORNHILL,
LONDON EC3V 3NB

INSTITUTIONAL EQUITY DEALER

Davy, Ireland's largest firm of Stockbrokers with the widest range of corporate and institutional contacts and a strong research base, wish to recruit an equity dealer to join their existing equity team.

The successful candidate is likely to be Irish, between 25-30 years of age, well qualified academically, probably with a business degree or other relevant qualifications, currently working in either broking or investment management. Applications from individuals currently working outside Ireland will be particularly welcome.

Ideally candidates should have a high degree of self motivation, good communication skills, and be capable of working with the existing equity team.

The remuneration package will be very attractive to the suitable candidate including relocation expenses. Davy offers exceptional career prospects in a growing firm with an outstanding record of success.

Applications should be made in writing to:
The Secretary (Ref ED),
Davy Stockbrokers,
Davy House, 49 Dawson Street,
Dublin 2, Ireland.

DAVY
STOCKBROKERS

BROKERS

We are a leading U.S. Securities House, and are now recruiting Stockbrokers to cover accounts in Equities, Financial Futures and/or Commodities.

Candidates should have broking experience and an established client base. The positions offer an exceptional opportunity for highly motivated and creative sales people to work in an entrepreneurial environment, with the accompaniment of outstanding research and administrative support.

For further information please call Fiona Macleay at our Executive Search Firm in complete confidence.

THE CONSULTING GROUP
LIMITED
15 St. Helen's Place, London EC3A 6DE.
Telephone: 01-374 6422

GOVERNMENT OF GIBRALTAR FINANCIAL SERVICES COMMISSIONER

Gibraltar's financial services industry is expanding rapidly and as a result the Financial Services Commission is being created as the regulatory body whose Executive Officer will be the Financial Services Commissioner. In addition the Commissioner will perform such other functions and exercise such other powers as may from time to time be conferred upon him by legislation. These will include the functions of Commissioner of Banking and Commissioner of Insurance.

The Commissioner must be a person of high intellectual quality and wide general experience either in the regulation of, or in the field of finance centre activities. In addition, he must have the maturity and personal qualities required to deal with professional people and other regulatory authorities. Ability to develop good personal relationships is therefore essential.

The salary for this post will be negotiable and is likely to be attractive to a candidate offering the package of skills sought. In addition, a range of benefits will be offered including terminal gratuity and free passages.

Minimum 2 year contract

For further particulars please apply to the Administrative Secretary,
No.6 Convent Place, Gibraltar.

OPPORTUNITIES IN MARKET SUPERVISION INVESTIGATION & ARBITRATION IN THE CITY

The London International Financial Futures Exchange, has its trading floor in the Royal Exchange in the City of London. Here members deal in futures contracts and traded options on contracts involving short-term interest rates, United Kingdom and foreign government bonds, stock indices and foreign currencies.

We are now looking for suitably qualified and experienced people to join our Market Supervision Department, which undertakes a number of the Exchange's regulatory functions and is responsible for trading and market surveillance, involving the investigation of alleged breaches of Exchange rules and regulations and the resolution of disputes.

Candidates must have at least two years' City-based financial services experience, backed by a degree and/or professional qualification (preferably in accountancy). Previous knowledge of futures and options or securities would be a distinct advantage, as would a working

knowledge of computerised systems. Good communication skills should include demonstrable investigative powers and the ability to present findings convincingly.

Highly competitive starting salaries will be negotiable in line with experience. Attractive benefits include a company car, non-contributory pension scheme, BUPA membership, life assurance and 25 days annual leave. If you are interested in joining a small, pro-active team at the heart of one of London's fastest-growing financial markets, please send your full cv including details of present remuneration to Helen Jenkins, Personnel Manager, LIFFE, The Royal Exchange, London EC3V 3PU.

LIFFE
The London
International
Financial Futures
Exchange

SCANCOMING Ltd.

The Finnish owned SCAN GROUP OF COMPANIES consists of three companies in London: SCANCOMING LTD, one of the biggest incoming travel agents in London, SCANCOHOTEL LTD, a medium sized coach company and a small bed and breakfast hotel SCANHOTEL KENSINGTON. The companies are internationally recognised and highly respected for their professionalism.

The group is rapidly expanding. In the centre of Paris a fully renovated 3 star hotel with over 50 rooms and a 100 seat restaurant, the HOTEL SCAN OPERA LAFAYETTE S.A., will be opening in February. During the spring an incoming travel agency, SCANCOMING PARIS S.A., will start operating.

The budgeted turnover of the group will be about £20 million in 1990.

To head this group of companies we are looking for a dynamic

MANAGING DIRECTOR

who will be responsible for the operations and the development of the group with full responsibility for its results.

This is a demanding challenge but a team of highly skilled and co-operative directors of various companies will assist in the development work.

Previous experience in tourism is essential. The most important qualifications are managerial experience and expertise. Due to the current development stage of the group an international management approach and full command of both English and Swedish are necessary. Knowledge of French and Finnish will be considered an advantage.

The base of operation will be in London, but extensive travelling will be mandatory.

Salary negotiable.

Written applications with full C.V. by 28.2.1990 to:

Mr. Veljko Kokkila, Chairman
Scancoming Ltd
87/88 George Street
London W1H 5PJ

PRIVATE CLIENT INVESTMENT MANAGEMENT

OUTSTANDING OPPORTUNITY

We are looking for someone who is wholly committed to the financial care of private clients and trust accounts, to help a director in the day-to-day management of investments at home and overseas. He or she may not have clients of their own but for the right applicant who has a courteous approach and understands the needs of a well established private client business, there would be attractive longer term financial rewards which, after a probationary period, would include pension arrangements, BUPA and bonus as part of an agreed financial package.

We have an excellent administrative staff and we wish to continue to build upon a loyal and happy team to help run our expanding business. We are keen to find the right person to help us build on this significant base and we will consider any applicants with the right approach.

If you have a sense of humour and you enjoy working in a team environment, you may have the qualities we seek. Please forward replies with full C.V. and current remuneration package to Box A1471, Financial Times, One Southwark Bridge, London SE1 9HL.

PERSONAL EQUITY PLAN MANAGER

We are a major force in the PEP market. We have operated our plans since inception and anticipate continued growth in the value of funds under management.

We are now seeking an experienced portfolio manager. Based in the City of London with the discretionary portfolio managers you will be responsible to the Investment Director for plan management in line with the established and agreed parameters. Within this framework you will be expected to use your experience and initiative in stock selection. This will entail both major and smaller companies to reflect the strategies of the plans.

All necessary systems support and access to a broad range of contacts and information will be provided.

Background

You will have had a minimum of five years fund management experience in stockbroking, a merchant bank or other investment institutions. Personal qualities and experience are important in addition to education and formal qualifications.

We are part of major financial group and the salary and benefits package will reflect this.

Application and C.V. should be sent to
Box A1472, Financial Times,
One Southwark Bridge, London SE1 9HL

GRADUATE - SOUTH COAST - 40% TRAVEL

A minimum of two years' banking experience is required by prime American bank to work within their Audit Team. 40% of the time will be spent travelling, mainly throughout Europe. Formal audit training will be given. Salary and prospects are excellent.

Please telephone Shelagh Arnell on 01-583-1661 or send C.V. to her in confidence, Anglo International Recruitment, 50 Fleet Street, London, EC4Y 1BE

Institutional Equity Sales

Dynamic U.S. regional brokerage firm with excellent research product has opening for London-based equity salesperson to call on U.K. and continental financial institutions investing in U.S. equities.

The successful candidate would have a minimum of three years proven experience in institutional equity sales.

Competitive commission schedule and employee benefits program. Please send your CV in confidence to A1478, Box Financial Times, One Southwark Bridge, London SE1 9HL.

YOUNG PROFESSIONAL AVAILABLE

with MBA and two years experience as a Consulting Financial Analyst, superior analytical skills and advanced financial research background, seeks a stimulating career path in Corporate Finance, Research & Analysis, M & A, Investment Management, Corporate Banking, or other finance-related area with financial or consulting organization in London. Young (26), bi-lingual, and available immediately for a challenging position ranging from entry-level to assistant management.

Write Box A1479, Financial Times, One Southwark Bridge, LONDON SE1 9HL

FINANCIAL LEASING

BIG TICKET i.e. often £100m +

The objective is of course to avoid corporation tax completely, but is poor tax capacity or even losses stifling your flair and imagination to develop the LOVE interest and expertise you have in the leasing business to achieve that objective?

Are you a leasing manager sufficiently skilled in negotiating deals with A+ creditors and in juggling with cash flows to do so over several different leasing companies growing from 'scratch' to one billion over the next 12-18 months? Can you manage the hedging of what will rapidly become a very complex portfolio with huge upside potential in an assertive small team environment?

Ready to grasp these opportunities with the confidence and authority to grow with the concepts, you will be a graduate ACA/AIB aged late 20's to mid 30's who is not presently part of a huge team and therefore too specialised.

Initial package is negotiable but salary and bonus indicator is £50,000 plus car and full banking benefits.

Please send in strict confidence, a comprehensive curriculum vitae, including details of your current remuneration and a daytime telephone number.

Your details will not be released to any third party without prior express permission.

**HODGSON
IMPEY** li

Peter Willingham (Ref 106)
Managing Director
HODGSON IMPEY
SEARCH & SELECTION LTD
50 Pall Mall, London SW1Y 5JQ

BRITISH RAIL PENSION FUND QUANTITATIVE ANALYSIS

This new post will assist in the development of investment appraisal and performance analysis, focusing in particular on:-

- quantitative assessment of investment manager performance
- investment management alternatives
- asset class portfolio characteristics

Candidates should have at least a good degree in a quantitative discipline. Some knowledge of securities and financial markets would be helpful but an enquiring and rigorous approach is more important. The successful candidate is likely to be less than 30 years old.

An attractive pay and benefits package will be offered.

Please write in strictest confidence, enclosing a c.v. to Peter Stanyer, Head of Investment Appraisal:

British Rail Pension Trustee Company Limited,
6th Floor,
Broad Street House,
55 Old Broad Street,
London EC2M 1RX

Chief Examiner

FOR INSTITUTIONAL INVESTMENT ADVICE
SYLLABUS OF THE SECURITIES INDUSTRY EXAMINATION

The International Stock Exchange wishes to appoint a Chief Examiner for the Institutional Investment Advice paper. This is a part-time position, likely to be of interest to senior practitioners and/or appropriately experienced academics.

The Securities Industry Examinations are the senior professional level examinations run by the International Stock Exchange and comprise eight papers of which Institutional Investment Advice is one. The duties of Chief Examiner include the setting of question papers and marking schemes, marking scripts and advising on the standards required of examinees. Full administrative support is provided by the International Stock Exchange.

Further details of this post are available from the Examinations Section, telephone 01-588 2355 ext. 23700.

Applicants should send a copy of their C.V. by February 28th at the latest to:
Anne Page, Examinations Officer, Individual Registration and Qualifications Department, The International Stock Exchange, Old Broad Street, London EC2N 1HP.



THE
INTERNATIONAL
STOCK EXCHANGE
LONDON

CU ASSET MANAGEMENT

Investment Analysts

CUAM, with over £13bn of funds under its control, world-wide, is expanding its recently established Company Research Team through the recruitment of four experienced analysts. Reporting to the Head of Research, you will be responsible for undertaking all aspects of original, in-depth research into UK quoted companies. Particular emphasis will be placed on research into smaller companies.

You must possess an excellent first degree, preferably a professional qualification, and be an effective communicator in both written and oral form. You should have a minimum of three years analytical experience either as a sector specialist or as a generalist.

We offer an excellent benefits package which includes competitive salary, bonus and house purchase scheme. Please write with full C.V. to Geoff Ridgway, Personnel and Admin Manager, Commercial Union Asset Management, St Helen's, 1 Undershaw, London, EC3P 3DQ.

Senior U.S. Qualified Lawyer

with substantial experience in Liberian Corporate and Maritime law and international insurance management experience, required urgently. Fluency in French and Spanish essential, New York based experience preferred. Contact: Resident Partner Phillip Hobson, Capco House, 31-37 North Quay, Douglas Tel 662977

FLEMINGS

INVESTMENT TRUST MARKETING MANAGER

Roberr Fleming is a major UK based investment bank with significant activities in the Far East, Continental Europe and the U.S.A. With eleven Investment Trusts under management, Fleming Investment Trust Management Ltd. is the leader in its field. Our international network gives us the knowledge and local expertise to manage assets successfully in all the world's major markets.

The recent growth and success of this part of our business has resulted in the need to recruit a Marketing Manager. The brief will involve the formation and implementation of a marketing strategy and the management of a small department. This is very much a "hands on" role and will require active involvement in all aspects of marketing our Investment Trusts.

The successful candidate will be able to demonstrate a proven track record in the marketing of retail financial service products. Experience of both direct marketing and dealing with intermediaries will be required. He or she will have a degree level education and will probably be aged between 30 and 45.

Salary is negotiable but will not be an obstacle to the appointment of the right candidate. A company car and full banking benefits are also offered.

Applicants should write enclosing a C.V. to:

David Weeks, Personnel Manager,
ROBERT FLEMING & CO. LIMITED
25 Copthall Avenue, London EC2R 7DR

JUNIOR ECONOMIST

FINTECH (U.K.) LIMITED is seeking a Junior Economist to be fully responsible for the complete preparation of our monthly Foreign Exchange Outlook, as well as supporting our consultants with up-to-date economic views.

The ideal candidate should have a degree in international economics with 1-2 years experience preferred. Familiarity with currencies would be an advantage, but the ability to effectively analyse economic/financial policies in terms of potential currency movements and to present them in a lucid and easily understood publication is a primary requisite. Knowledge of foreign languages will be a plus.

Please reply to: Mr Donald R Lewis, Managing Director, FinTech (U.K.) Limited 14 High Street, Windsor, Berkshire SL4 1LD

Investment Fund Management

Our client is the fund management subsidiary of a major European bank. Through its offices in financial centres around the world, institutional clients are provided with a highly sophisticated portfolio management service. Expansion plans have now created the need for two experienced managers for the following key positions, based in London.

Director - Equity Portfolio Management

Probably in your late 30's or early 40's, you will have a proven track record of success in managing portfolios of international equity investments, including some specialist knowledge of the US market. You must also demonstrate strong man management abilities as you will be expected to motivate and develop a small team of fund managers and analysts. Ref: 133/TN/90.

Austin Knight

INTERNATIONAL APPOINTMENTS



ESTATES MANAGER INTERNATIONAL PROPERTY GROUP

Reinhold is an international development company, operating in Germany, France, Portugal, Spain and the United Kingdom.

We are looking for an Estates Manager to work from our Frankfurt Office and to develop our property activities throughout Germany.

You will be responsible for the acquisition of development opportunities for the financing of these deals and for seeing the developments through to completion and ultimate sale.

You will also be responsible for the day-to-day management of the German operation and for achieving budgets set out by the parent board.

You will have a banking or property background, preferably with a management qualification. You will probably be in your mid-thirties with a proven knowledge of all aspects of real estate and financing in Germany. Fluency in the English Language is also essential.

We offer a very competitive remuneration package.

In the first instance, please forward your career details in confidence to: A T Andrew Bradton, Managing Director, Reinhold GmbH, Grosse Bockenheimer Straße 13, 6000 Frankfurt 1, West Germany

FRENCH FINANCIAL HOUSE (STOCKBROKER)

Looking for institutional salesman to handle clients relationship with British and American institutions.

- knowledge of French necessary;
- residence PARIS (France);
- CV and letter to be handwritten

Address : SCHELCHER PRINCE SA
10 rue du Fbg Montmartre
75009 PARIS

Attention: Christiane DUPUIS

LEADERS NEEDED

Young, dynamic management team has acquired prestigious US based consultancy. Plan major emphasis to develop and expand existing EEC divisions. Need European professionals possessing contemporary leadership skills and broad business acumen to assume unit and eventually Eurogroup directorship. Candidates must be English speaking with at least 2 EEC languages. French and Spanish preferred. Must show accomplishments of progressive importance within corporate business environment. Hires will be trained in U.S. and positioned to assume increasing leadership role in EEC operations. Skills in information strategy, organization development and general management highly desirable. Total EEC business image critical. Compensation to six figures U.S. dollars.

Send C.V. to: Euro - Group,
Companies House, Tower Street,
Ramsey, Isle of Man, U.K.

INTERNATIONAL APPOINTMENTS



International Fund for Agricultural Development, IFAD (United Nations), Rome, Italy, seeks candidates to fill the post of Treasurer at the P5 or D1 level.

Reporting to Vice President, Economic. Manages IFAD's investment portfolio, currently approximately US\$1 billion in different currencies. Recommends to President and Executive Board overall investment portfolio guidelines. Prepares, with an external financial advisor, the investment strategy considering changing market conditions for investments in various currencies. Participates in Investment Committee meetings to decide on short-term and long-term investment strategy. Manages all investment decisions i.e. cash deposits/term deposits/bonds/other financial instruments/exchange activities. Maintains close contact with commercial and investment banks/other financial related institutions. Controls all bank accounts and all cash management, including payments/losses and gains disbursements. Supervises collection of contributions from member governments and private sources. Participates in negotiations for replenishment of IFAD's resources. Supervises treasury staff and other related duties. Qualifications/Experience: Advanced University degrees or equivalent in Banking, Finance or Business Administration. Approximately 15 years of experience in banking/finance of which 3 years should be at a management level, preferably in financial institutions. Good working knowledge of computers. Full command of English, knowledge of Arabic, French or Spanish an advantage. Depending on experience/qualifications, net base salary from US\$354,293 to US\$494,297. Cost of living allowance subject to change according to United Nations common system US\$321,143 to US\$272,293.

Initial contract: two years
Deadline: 28 February 1990
Send two copies of application to:
IFAD
Personnel Division
Via del Sorbo, 107
00142 ROMA
Italy or Fax 3043463

Only shortlisted candidates will receive an acknowledgement.

SALES MANAGER

International Express Courier

Wants : Sales Manager for North Europe, Head Office in Brussels

Requires : knowledge of written and spoken English and former experience in similar position.

The Company offers an attractive salary commensurate with qualifications and experience. Company car, and the other benefits normally associated with successful Companies.

Send C.V. to:
Casella SPI - 241/B
20100 Milano - Italy

ANDRE & Co SA would like to add to its staff a BUSINESS MAN

in order to intensify its commercial transactions in Africa. This responsible function which is directly subordinated to the head of department will demand a sense of initiative, creativity and tact.

The candidate must have a vast experience in international trading. He will create, develop and follow varying transactions with the private and public sectors through extended travel and contacts. Good knowledge of French is an asset. Please send your application to:

Mr. Pierre Andre, Personnel Manager, Ch. Messidor 7, P.O. Box, CH - 1002 Lausanne

Franklin College Switzerland announces two full-time positions in INTERNATIONAL MANAGEMENT, available Fall, 1990
1. Finance, Trading, Sales, Planning, Strategic Management
2. Marketing/Management, Training, Industrial Management, Marketing, Organisational Behavior, Multicultural Organization
Duties for both positions include teaching in and developing programs for international management. Franklin College is a four year liberal arts college located in Lausanne, a fast growing financial center of the Swiss Confederation. Qualifications: Bachelor's degree, and for US candidates, experience in international business. Knowledge of Italian, French, or German desirable. For European candidates, knowledge of and experience in US colleges or universities. Language of instruction in English. Student and faculty are multi-lingual. Salary: conditions commensurate with credentials and experience. Contact: Dean Robert Lowe, Franklin College Switzerland, via Penna Tressa 29, 6924 Sempach-Lugano Switzerland. Tel. 41/91/555.00.00. Deadline for applications is 28 February 1990.

EAST/WEST EUROPE

BUSINESS DEVELOPMENT/PROJECT MANAGEMENT: Bilingual Englishman resident. Duties available for top-flight Consultancy or Executive Assignment covering German speaking and Eastern Bloc countries.

Extensive experience of large international engineering projects covering wide spectrum of developments representing interests of government and industry. Tel. FRG 0224/812455. Tel. London 01-233-5550

STOCKBROKERS

International Stockbrokers firm based in Paris seeks US equity salesmen. Send resume in confidence to: Box A1459, Financial Times, One Southwark Bridge, London SE1 9HL

FINANCIAL ACCOUNTANT

CENTRAL LONDON SALARY: c£25,000 + Car

Thomson Financial Networks Limited is an extremely successful Company pioneering the delivery of financial information and software to the international investment and corporate communities.

We are seeking to recruit a young, highly motivated Financial Accountant to strengthen our Accounts Department.

Reporting directly to the Financial Controller, the Financial Accountant will assume full responsibility for the preparation of monthly and annual accounts for the UK operation. He/she will also be responsible for producing management reports for all business activities in Europe and Australasia.

The successful candidate is likely to be in his/her mid-20's, a graduate qualified accountant with one to two years post qualification experience. Familiarity with spreadsheets and a knowledge of a computerised accounting package is essential.

Benefits include optional contributory pension scheme, low cost private health cover and interest free season ticket loan.

Please write with full C.V. to:

Miss A Fewster
Personnel Manager
Thomson Financial Networks Limited
Centre Point
103 New Oxford Street
London WC1A 1DD

Thomson
Financial
Networks

Financial Controller**Central London
to £30,000 + Bonus + Car**

Our client is recognised within the UK as being a leader in its sector that provides a wide range of property based professional services to industry and commerce.

Continual development of these services, coupled with a dramatically increasing portfolio of blue chip clients, has resulted in a sustained turnover growth rate of 30% per annum for many years.

As a result of this organisation's success, there is an immediate requirement to strengthen the financial team by this new appointment. The role will head a well motivated team and have overall responsibility for the accounting function, backed up by a high level of computerisation.

Candidates should be qualified accountants, aged late 20's/early 30's,

with the ability to run an accounts function and able to combine high professionalism with a good level of commercial acumen. Enthusiasm and organisational ability are vital for this new role.

Please telephone or write enclosing a full curriculum vitae quoting ref: 406 to:

Philip Cartwright FCMA,
97 Jermyn Street,
London SW1Y 6JE
Tel: 01-839 4572

**Cartwright
Hopkins**

FINANCIAL SELECTION AND SEARCH

Investment Accountant

c £30,000 + car + benefits
City

BNP is one of Europe's leading commercial banks. BNP Securities is its London subsidiary dedicated to broking in the stockmarkets of continental Europe. Backed by the substantial resources of the group, the company is fostering a significant presence in European markets through the quality and skill of its dealers and support staff.

The company has recently started trading convertible bonds, warrants and associated equities for its own account on a large scale. The activity is sophisticated and requires a bright finance professional to work alongside

the trading team. Responsibilities will include daily profitability analysis and position monitoring, management reporting, monthly management accounts and a contribution to systems development.

Candidates should be qualified accountants (CIMA, ACCA or ACA) with at least 3 years' experience in financial services, ideally in a small, lively bank or securities house. Knowledge of the equity markets would be highly advantageous, but a general understanding of financial instruments will provide an adequate starting point. Familiarity with Lotus

would be useful. BNP Securities' business is growing rapidly and successfully and career opportunities in the BNP group throughout Europe and in London are excellent. Interested candidates should telephone Miles Holford on 01-334 5192 or write to him quoting F/0056 at:

Executive Selection Division
Price Waterhouse
Management Consultants
No. 1 London Bridge
London
SE1 9QL

BNP

Price Waterhouse

ALPS

ACCOUNTANCY & LEGAL
PROFESSIONS SELECTION LTD

3 London Wall Buildings, London Wall, London EC2M 5PU

Tel: 01-588 3576 Telex No. 987374

A senior appointment with career prospects within the U.K. or international operations in either financial or general management

ALPS

**FINANCIAL CONTROLLER –
SPANISH-SPEAKING**

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This appointment will be of interest to Spanish-speaking qualified Accountants (ACA, CIMA, ACCA) aged 30-40, with at least 5 years of practical industrial accounting experience at a senior level, including financial control and systems development. Overseas experience will be an advantage. The successful candidate will be responsible to the Managing Director for a wide range of financial management and reporting, assisted by a team of 40. This includes commercial projects and capital expenditure evaluation, treasury, financial planning and systems development, in addition to the production of monthly management accounting information. This is a key appointment in a competitive and fast-moving, multi-product operation, requiring excellent communication skills, sound commercial judgement and the ability to manage and lead a team. Remuneration negotiable £34,000-£45,000 + car, free accommodation, non contributory pension, free life assurance, relocation expenses, children's education allowances and leave air passages. Applications in strict confidence, by telephone on 01-588 3114 or in writing to the Managing Director, under reference FCS 197/FT.

ACCOUNTANCY & LEGAL PROFESSIONS SELECTION LIMITED, 3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PU.
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ACCOUNTANCY COLUMN**US fury over threat to 'cherry picking'**

By Pratap Chatterjee in New York and David Waller in London

FINANCIAL institutions are up in arms in the US over a proposed accounting rule for valuing debt securities.

The US investors say the proposed new rule could disrupt the bond market and scupper plans to make the setting of US standards a less complicated procedure than it is at present. The future makes the heated debate in the US over accounting for goodwill seem mild by comparison.

The draft rule, issued last month by the Accounting Standards Executive Committee (AcSEC), requires banks, credit unions, insurance companies, finance companies and savings and loans associations (S&Ls) to account for any debt securities they own at the lower of cost or market value – unless the institution can prove that it plans, and is able, to hold the security until it matures.

The fuss is even greater than it might otherwise be because AcSEC is not the main standard-setting body in the US.

It is a minor standard-setting arm of the American Institute of Certified Public Accountants (AICPA) that rules on specific issues which the main body, the Financial Accounting Standards Board (FASB), does not have time to deal with.

Mr John Kreischer, AcSEC chairman, claims the rule will help prevent many of the recent failures of institutions such as the S&Ls.

In contrast to the UK standards-setters, who are rather wary of suggesting that the new goodwill rules are designed to impinge on commer-

cial reality, Mr Kreischer says that the proposal will also help in "issuing death certificates to patients that have already died."

Existing accounting guidelines for debt securities were developed in the early 1960s and 1970s. The rules reflected the fact that financial institutions separated trading and investment activities.

According to the rules, stocks and bonds held as investments were to be valued at cost, irrespective of their value in the market. Those held for trading purposes had to be valued at the lower of historical cost and the market price at the balance sheet date.

Investment managers soon spotted opportunities for accounting arbitrage and began manipulating the composition of the portfolio to bolster the accounting profit.

Mr Kreischer maintains that many financial institutions, particularly the S&Ls, took advantage of the accounting differences between trading and investment portfolios in order to maximise their profits and mask their losses.

The technique was simply to shuffle securities between the two different types of accounts when their market values changed.

The practice, known as "cherry picking" or gains trading, consists of selling profitable securities, thus realising the profit for reporting purposes, and keeping hold of those securities which have sunk below the purchase price.

By placing the loss-making securi-

ties in investment portfolios, the investment manager is not obliged to recognise any loss: the investment sits at cost price irrespective of the market value.

The existing FASB rules state simply that instruments had to be held for investment for the "foreseeable future" in order to be included in the investment portfolio. The practice of trading securities in an investment portfolio was permitted so long as there were "compelling business reasons."

Some US institutions are saying that the strict division between the two types of accounts envisaged by the new rules will have a malign influence on decision making.

Specifically, they believe the rules will force them to divest themselves of debt securities less likely to show short-term gains and to hold onto securities recorded in an investment account which later turn out to be bad investments.

They also say that the rules are unfair because they apply only to the asset side of the balance sheet and not to the liability side.

According to a recent Federal Deposit Insurance Corporation (FDIC) report the banking industry held \$473bn (£232bn) of securities with a maturity value of less than a year and \$398bn of securities with a longer maturity value. Of the total, \$365bn were Treasury securities.

Industry observers and participants say that the rules will result in a dramatic drop in demand for debt securities with a maturity value of

more than six months. Investors say that they may well not be willing to commit themselves to holding on to these securities until maturity, which may be a decade hence.

Thus, if the value of the security drops below the price they paid for it, they will have to recognise a loss immediately.

Under the existing rules, they argue, they may be encouraged to hold on such securities for much longer – until the market value comes back into line with the purchase price or even exceeds it.

The new rules stem, in part, from the S&L crisis discovered last year when investigations into the industry revealed that many of these government-insured associations were actually bankrupt. The US taxpayer is now saddled with a bill estimated at almost \$150bn.

According to the investigators, many of the problems were a result of shoddy accounting practices that allowed "cherry picking" and the failure of accountants to detect rule-breaking and, sometimes, clear criminal activity.

When AcSEC issued its proposal, financial institutions promptly rose in uproar. AcSEC was exceeding its authority, they said. They pointed out that FASB was working on the same issue within the context of its larger project on all types of financial instruments and therefore everyone else should hold off until it had reached a decision.

Ms Debra Perry, a vice-president for financial standards at First Boston, said: "Let's not pull the rug out from under the feet of these industries with a quick fix."

She said AcSEC's rule might signal an "unwarranted death knell" for some institutions, if as a result of the new rules they failed to meet new capital requirements.

Arguing against the AcSEC rule, financial institutions and their representatives – such as the American Bankers Association (ABA) – point to the fact that FASB has recently accepted suggestions designed to prevent the imposition of costly, impractical standards.

Accepting an AcSEC standard will be tantamount to bypassing the new standard-setting procedure, they say.

Although FASB's financial instruments project is not expected to be completed for at least a year, FASB staff are already known to be thinking along broadly the same lines as AcSEC.

Meanwhile Ms Donna Fisher, accounting representative for the ABA, has suggested a remedy which may prove more palatable to the investment industry as well as preventing a repetition of past abuses.

She argues that realised and unrealised gains together with realised and unrealised losses for each type of debt security should be disclosed.

If that were done regulators would be able to detect "cherry picking" by checking to see if realised gains and unrealised losses were unusually high.

ACCOUNTANCY APPOINTMENTS**Group Finance Director**

c.£85,000 Package (Negotiable)

major task will entail the restructuring of financial reporting procedures. This will involve the implementation and enhancement of management information systems.

Candidates should be qualified accountants and must display significant levels of achievement within their careers to date. Strong interpersonal skills and a high degree of self-confidence are essential characteristics in order to manage and direct the finance team and be effective at board level.

Interested applicants should write to James Hyde, enclosing a detailed CV indicating current salary, at the address below.

**ST. JAMES'S
ASSOCIATES**

MANAGEMENT SELECTION

52 ST. JAMES'S SQUARE, LONDON SW1Y 4JR FAX: 01-950 7470. TELEPHONE: 01-839 7595.
A GKR Group Company

WEST OF LONDON

to £60,000

Financial Director

This multi-national data communications group is well established in major markets throughout the world. It is now forming, from a UK base, an independently managed company to introduce a new and complementary range of services, in a similar variety of countries.

In this new post you will be involved in setting up the company's financial planning and reporting procedures, with additional responsibility for personnel and administrative affairs. Commercial policy including costing, pricing and billing are of particular importance

in this business as will be the ability to develop good working relationships with executives of the parent group.

For a qualified accountant aged from 30 to 45 and with a strong interest in business management, this is an unusual opportunity to develop an international operation from a greenfield site.

Résumés please, quoting Ref: ES665, to Edward Simpson, Coopers & Lybrand Deloitte Executive Resource, 76 Shoe Lane, London EC4A 3JB.

Coopers & Lybrand Deloitte Executive Resource

Coopers & Lybrand Deloitte is the business name used by Coopers & Lybrand and Deloitte Haskins & Sells in the UK. The two firms are to merge on 29 April 1990.

A Project Based Role With Board Level Responsibility**FINANCE MANAGER**

To £28,000 + Car + Benefits

Our client, a household name in the food, confectionery and consumer goods markets, has experienced phenomenal growth throughout the last 5 years. Their plans for the 1990's place great emphasis on quality of product and service, and continued expansion into new markets. Reflecting this unrivalled growth, recent development of their finance function has created the need to appoint a Finance Manager at the Group Head Office.

Reporting to the Group Financial Director and supervising 12 members of staff, you will be responsible for the provision of management information for presentation at Board level. Additionally, the role features heavy involvement in all aspects of budgeting, forecasting, planning and the long term strategic development of the division.

Offering considerable visibility at Board level and the opportunity to utilise your business acumen to the full, this position calls for obvious ambition, enthusiasm and commitment. Probably a graduate, you will be a qualified accountant, aged in your mid to late 20's, with 1-2 years' PQE, and will possess well-developed management and communication skills.

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For further information regarding this position, please contact Simon Hewitt at Mervyn Hughes International, Management Recruitment Consultants, 63 Mansell Street, London E1 8AN, quoting ref: A557. Telephone: 01-488 4114. Fax: 01-480 7622.

INTERNATIONAL PROJECT ACCOUNTANT

Berkshire**Hi-tech****c.£28,000 + Car**

The company, with a turnover in excess of £200m, is a highly progressive and growth orientated enterprise in the hi-tech sector and plans to sustain this exponential growth with domestic and international market development.

An International Project Accountant is now sought to act as a key business adviser. The successful candidate will provide the financial expertise to support the evaluation, progress and control of major new projects worldwide. Where appropriate, the individual will provide line management skills to assist in the start up of new finance functions and will work closely with operational personnel.

This key appointment will suit a qualified Accountant, ideally Chartered, aged 28-35 with the necessary skill, enthusiasm and business acumen to develop the role. It is envisaged that the role will lead to permanent line management responsibilities either in the UK or overseas.

The company will offer an unrivalled environment for career development and a comprehensive executive benefits package.

For further details please telephone Fergus Hooley on 01-831 2323 or fax your CV to him on 01-404 5773.



Hudson Shribman
100 Newgate Street, London EC1A 2DZ, Tel: 01-831 2323
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BUSINESS ANALYST

You will be a qualified accountant familiar with the insurance industry. Work will cover analysis of group companies and potential acquisitions, review of group accounting and tax structures and development of the group analysis functions. Ref: BAFT

INTERNAL AUDIT MANAGER

Ideally a qualified accountant, steeped in internal audit, it is essential you have experience within the general insurance sector. You will create and establish the internal audit function, instituting audit procedures across the group companies, eventually building a small team. Ref: IAFT

PROJECT ACCOUNTANT

Working directly for the Group Finance Director on a number of varied projects, you will be qualified and looking to broaden your commercial experience. Ref: PAFT

The company is open minded on salaries. You will have a good idea of what you are worth and they are prepared to put together a total package to suit you.

For further information, please contact Catherine Marsden at the number below, or apply to her with a covering letter and CV, which will be forwarded directly to the client.

MANAGEMENT PERSONNEL
25 City Road, London EC1Y 1AA
Tel: 01 256 5041 (24 hours)
Fax: 01 374 8848



Financial Controller

Major Property Company
London

c.£30,000 + car

Our client, part of a major financial services group, ranks among the largest property companies in the United Kingdom. Controlling a £ multi-billion commercial property portfolio - both in this country and overseas, the company is also an important developer in its own right with a record of innovative and prize-winning projects. Planned development programmes currently exceed £300 million.

The company's property operations are supported by a strong finance and accounting team who control all day-to-day accounting services, management information systems, system enhancements and reporting routines. The company's accounting systems environment is highly computerised.

To lead this team, reporting to a Director, we now seek a qualified ACA aged around 30 years. Candidates, men or women, must have acquired a

minimum of two years' experience in a high quality, multi-faceted property operation. A sure understanding of the workings of the property business will be critical, as will be management and communication skills and an ability to work closely with the company's property professionals.

This is a demanding post which will respond to the needs of an equally demanding candidate. The role will require continual involvement in projects outside the normal run of the accounting department with frequent liaison with all levels and across the many disciplines within the business.

Please write with full personal details and quoting reference A2660, to Brian Codd at Codd Johnson Harris, Human Resource Consultants, 12 New Burlington Street, London W1X 1FR.

CJH Codd-Johnson-Harris

Financial Controller

High Growth Consumer Goods Company

Stockholm US multi-national c.£350,000 Kronor + Bonus + Car

My client is the Swedish subsidiary of a major international company whose business is characterised by high growth in a fast moving sector and where high quality financial systems are seen as an essential business discipline.

You would form part of the local senior management group reporting to the Managing Director and your role would include a range of other responsibilities such as information systems, personnel and distribution. It is a post that offers considerable scope to influence the strategic direction of the company both in Sweden and in other Scandinavian markets.

We would therefore like to talk to energetic finance professionals, business graduates or qualified accountants in their early to mid 30's, whose next career move is into a Controller's position. Our target is a Swedish national whose experience has been gained in a high quality international company where English is the common business language. Specific experience should include budgeting, financial reporting, credit control and the provision of a financial service to marketing management. Additional broader experience including EDP responsibility and general business administration would be helpful.

My client offers a comprehensive range of employment benefits including relocation assistance. Interviews will be conducted in London and Stockholm.

Applicants of either sex should apply in confidence to Michael Johnson on (0962) 844242 (24-hour service), fax no. (0962) 841998, or write to Johnson Wilson & Partners Ltd, Clarendon House, Hyde Street, Winchester, Hants SO23 7DX quoting ref. 1041.



Johnson Wilson & Partners
Management Recruitment Consultants

CENTRAL LONDON**c.£28,000 + F/E CAR**

Finance Director

For this young, dynamic and rapidly expanding commercial insurance brokerage where annual premium income now exceeds £35m. The company is an autonomous subsidiary of a major services organisation which has throughout achieved an excellent reputation for the quality of its products and services.

As a key member of a small and highly motivated management team, you will be expected to contribute significantly to the business activities and actively support its development and planning processes. With total responsibility for the finance functions, you will be required to provide timely, accurate and relevant management reporting, financial analysis and statutory information. Early tasks will include the requirement to assist in the implementation of company-wide computerised information systems.

A Chartered or Certified Accountant, probably in the age range 27-32, you must be able to demonstrate well developed commercial acumen in addition to sound technical skills. Ideally, you will have gained experience in an insurance environment and have acquired a sound knowledge of computerised accounting systems. As an individual, you must be a "hands on" and enthusiastic person with the ability to manage and motivate a small team and the personal standing to be of influence at Board level.

Please reply in confidence enclosing a career résumé and quoting a daytime telephone number to Adrian Edgel, Coopers & Lybrand Deloitte Executive Resourcing, 9 Greyfriars Road, Reading RG1 1LG. Telephone 0734 597111 quoting reference AEB1.

Coopers & Lybrand Deloitte is the business name used by Coopers & Lybrand and Deloitte Horwath & Bell in the UK.
The two firms are to merge on 29 April 1990.

Finance Director

West Midlands**Package £30k + Car**

Our client is a multi-national corporation with a global turnover approaching \$300 million and is a market leader in the supply of equipment and systems which measure, control and apply fluid materials.

Their corporate goal is to generate sustained, profitable growth and a recently implemented development programme, which includes a provision of growth through acquisition, has resulted in a challenging opportunity within its UK distribution centre.

Reporting to the Managing Director, you will be given full responsibility for all finance and related functions in a demanding and commercial environment.

In particular, you will be required to adopt a hands-on approach to the implementation and development of a management information system.

Candidates, aged 26-30 years old, should be qualified accountants and possess an assertive, self-confident, entrepreneurial nature, as success in this role will lead to further opportunities within the group in financial or general management.

Interested candidates should write, enclosing a comprehensive curriculum vitae, to David Greenwell at Michael Page Finance, Bennetts Court, 5 Bennetts Hill, Birmingham B2 5ST.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Northern Ireland Electricity



Finance Director

Northern Ireland Electricity is the Province's largest industrial organisation with a turnover of over £1m per day. Employing nearly 6,000 people, Northern Ireland Electricity has embarked upon an extensive strategic and cultural change to develop a long-term competitive advantage for the business combined with quality service for its customers.

The Government has announced its intention to privatise Northern Ireland Electricity in the spring of 1992, and the Finance Director will be expected to play a leading role in preparing the organisation for plc status.

Holding a key position in the management team, the scope of the

role will include the assessment of business expansion opportunities, the development of financial strategy and the provision of an enhanced level of financial services and expertise to all parts of the business, as well as developing key areas such as Treasury and Tax.

Potential candidates should demonstrate strong negotiating and management skills with the necessary sensitivity to bring about the long-term organisational change required.

Candidates (preferably chartered) with extensive experience in a customer orientated medium/large plc environment with established City relationships and the personal

credibility to both represent the organisation and deal with financial institutions and government ministers.

The remuneration package will reflect the seniority of this appointment and is unlikely to be a restricting factor for the right candidate. Relocation will also be paid if appropriate.

Those wishing to discuss this position further may telephone Sam Cullen on (0232) 244001. CVs, which may be discussed directly with our client, should be sent to him at Executive Selection Division Price Waterhouse Royston House 34 Upper Queen Street Belfast BT1 6HG

Price Waterhouse



Finance Director Designate

to £40,000 + car

- Over 40 years' service to health care

- UK manufacturing base

- Excellent range of employment benefits associated with a staff-conscious company

-

Currently we are one of the fastest growing UK pharmaceutical companies and have an enviable new product portfolio. Sustaining this growth in the 1990s requires expert and professional support, and the keystone of this support is the direction and management of the finance function.

The Finance Director's major tasks, in addition to the direction of financial and management accounting and management information services, comprise long-term planning and strategic objective identification, and high-level interface with outside bodies. Strong ties with corporate Johnson & Johnson and associate company financial management also have a high priority status.

We now seek a successor to our retiring Finance

Director. A Chartered accountant with at least 10 years' post-qualification experience and practised in the financial management of a vigorous industrial company, preferably within the pharmaceutical industry, is the basic requirement. Highly developed management and communication skills are also vital.

The appointment is initially at Board level, with full Director status in January 1991. We offer the salary and management bonus scheme, car, pension and other benefits expected at this level but the major attraction is the opportunity to play a significant part in the further successful development of our Company.

Please write, with a full cv, in strictest confidence to Mr. G F Furze, Personnel Director, Cilag Limited, Saunderton, High Wycombe, Bucks HP14 4HU.



CILAG LIMITED

PO Box 79, Saunderton, High Wycombe, Bucks HP14 4HU

a Johnson & Johnson company

Portfolio

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Central London
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- Blue Chip Company
- Newly Qualified ACA
- Outstanding Prospects

Excellent opportunity to join the Corporate Planning team of a major company. Exceptional exposure to top management and commercial issues. The successful applicant will be highly intelligent and display first class interpersonal, analytical and numerical skills.

Telephone PETER GREEN on 01-836 9561 quoting Ref. FT14290/A.

POST MERGER REVIEW

West London £33,000+car

- Excellent Career Prospects
- ACA, CIMA, ACCA

This multinational pharmaceutical company requires an Accountant to review the synergistic effects of a recent merger. The ideal candidate will have a track record of proven success to date but will also exhibit the vision necessary to grasp the non-financial and strategic factors involved.

Telephone JAMES DUTRIE on 01-836 9561 quoting Ref. FT14290/B.

ACQUISITION ACCOUNTANT

West End c. £27,000+car

- Top Quality USM Group
- Phenomenal Growth
- German Speaker

A high performer on the USM, this company in an attractive service business requires newly qualified Accountant to undertake post acquisition work in Germany and the UK. Good German, a strong business awareness and the ability to front up operations in Germany are prerequisites.

This is an exceptional entry point for a large firm trained ACA.

Telephone DEBORAH SHERRY on 01-836 9561 quoting Ref. FT14290/C.

MANAGEMENT ACCOUNTANT

Surrey c. £30,000+car

- Progressive plc
- Blue Chip Trained CIMAs
- Projects for Board

Top quality British plc seeks a CIMA with c. 2 years PQE to undertake management information projects for senior business people at Group level. Candidates must be academically bright and at ease in a high profile, demanding role. Proven track record will be rewarded with fast promotion.

Telephone PIPPA CHETIS on 01-836 9561 quoting Ref. FT14290/D.

GROUP ACCOUNTANT

Central London
£30,000+car

- Highly International
- Division of Blue Chip plc
- European Input

This major division of a diverse plc seeks a qualified accountant with consolidation experience to be part of a small Head Office team. As well as becoming involved in a wide range of accounting issues, there will be much liaison with subsidiaries, particularly in Europe.

Please telephone IZI USURINE on 01-836 9561 or write quoting Ref. FT14290/E to Douglas Llambias Associates, FREEPOST, 410 Strand, London WC2R 0BR.

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Additional graduate consultants are therefore required to join the broad-based Financial Management Group. Interested individuals with post-qualification experience gained within a Blue Chip environment should send a full CV with daytime telephone number and quoting Ref. FT14290/F to COLIN VASEY at our London address below.



Douglas Llambias Associates, FREEPOST, 410 Strand, London WC2R 0BR.

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WOKING

£26,000

Financial Planner

This is a strategic planning role within a leading US communications corporation that will offer a career path into commercial operations. Liasing at board level, your initial brief will cover budget preparation and review together with financial planning and decision justification. Ref: 22LJF78

Contact the Manager: 26 Commercial Way, Woking 0483 771445
Fax: 0483 727225

NEWBURY £25,000 + car

Management Accountant

This new position has been created due to expansion at a US owned software company which seeks an ambitious individual. Reporting to the Financial Director, the role will increase your experience of annual planning, forecasting, year-end reviews and profitability exercises. Ref: 28LJF483

Contact the Manager: 28 Northbrook Street, Newbury 0635 529066
Fax: 0635 529091

ESSEX £27,000 + car

Line Manager

Giant food manufacturer/distributor, whose turnover exceeds £100 million, offers a line management role of great scope. With emphasis on financial control, staff management and co-ordination of extensive resources, the sheer scale of the job will ensure an exhilarating challenge and excellent options for the future. Ref: 46733

Contact the Manager: 35 Cranbrook Road, Ilford 01-478 0061
Fax: 01-478 1643

Post Qualification Experience - send your CV or phone the appropriate Manager or our Specialist PQE Career Advisers on 01-489 0403 (24 hour answering service) for an application form now.
Read actively promotes Equal Opportunities.

FINANCIAL ANALYSIS MANAGER

Develop your proven skills in a brand new function

Basingstoke • Attractive Salary & Quality Car

Sony Broadcast & Communications markets and distributes Sony's increasingly advanced range of professional audio and video products throughout Europe, the Middle East and Africa.

Our busy Finance Function, with some 30 staff, uses the latest mainframe and PC systems to provide an effective and essential service throughout the Company. Keen to extend this service, we are looking for an experienced professional to join the existing management team and establish a new Financial Analysis function.

The technical challenge will involve the enhancement of existing databases, the creation of new data gathering systems, and the development of reports and presentations, in order to provide a full management information service covering all operations in this complex business. The varied management responsibilities will involve liaising regularly with line managers, promoting the credibility and profile of the new function, as well as developing your own financial analysis team.

Clearly this is no back-room role. It is a senior position assuming an increasingly pro-active stance and providing invaluable exposure to all aspects of business in a multi-national, multi-currency environment.

A qualified Accountant - ideally ACA - you should have at least 4 years' impressive post qualification commercial experience and a strong interest in financial analysis. You should also be a confident and persuasive communicator, able to deal effectively at all levels.

The salary is negotiable and will reflect the importance we attach to this role and to your potential. It will be supported by a generous benefits package including company car and full relocation assistance if required.

To apply, please write to:
Chris Eves, Personnel Manager,
Sony Broadcast & Communications,
Jays Close, Viables, Basingstoke,
Hampshire RG22 4SB.

SONY.

Sony Broadcast & Communications

Group Compliance Officer

To £45,000 + car

Our client is a major City investment management house, a market leader, highly regarded by major institutional and private investors both in the UK and overseas.

The appointee will join the Board of their Corporate Services Division to whose Managing Director he/she will report. The role entails total responsibility for the Group's operational, financial and ethical compliance requirements. This will be a very important role during a time when the Group is poised for a further period of substantial growth.

We seek a high calibre, highly motivated Chartered Accountant with ten years experience at least two of which will have been in the compliance function. Benefits include car, profit share and non-contributory pension scheme.

Please write with full career details, quoting ref BH.861 to Tony Burden, EAL International Ltd., 18 Grosvenor Street, London W1X 9FD.



PQE

8 9 +

EPSOM

c£22,000

Assistant Chief Accountant

Large hotel/catering organisation offers a special project-orientated role. Providing a crucial link between commercial operations and finance, you will manage office services and training programmes as well as performing system reviews and ad hoc exercises. Excellent working conditions and comprehensive benefits guaranteed! Ref: 01151

Contact the Manager: 23 High Street, Epsom 0372 745020
Fax: 0372 722552

CHESSINGTON £25,000

Head Office Accountant

This thriving company designs, manufactures and markets state-of-the-art visual equipment across the world. The role involves a full range of pre-audit accounts preparation and fairly complex payroll management plus the ability to cope with regular acquisitions. Excellent benefits include valuable share option scheme. Ref: 94462

Contact the Manager: 70 Clarence Street, Kingston 01-547 3805
Fax: 01-547 1425

RICHMOND £25,000

Deputy Financial Controller

This expanding computer company of £20 million turnover seeks a new contributor to its young, ambitious and totally dedicated management team. Managing 5 staff, key tasks will range from statutory accounting and analyses to ensuring the smooth integration of old systems into a brand new package. Ref: 578142

Contact the Manager: 21 George Street, Richmond 01-940 4488
Fax: 01-940 1627

REED...
accountancy

8 7 +

ASSISTANT FINANCIAL DIRECTOR

LOCATION: LEICESTER COMPETITIVE SALARY + CAR



If you have the following, we would like to meet you:

- The desire to apply your skills in a commercial situation.
- An analytical approach to ensure sound systems design.
- Communication skills to liaise at all levels.
- Management abilities in staff control.

We offer a competitive salary, a company car and other executive benefits. The potential for career development is considerable as our Company is part of Northcliffe Newspapers Group, one of the largest regional newspaper proprietors in the UK.

Write in confidence, indicating current earnings, to: A B Thompson, FCA, Financial Director, F. Hewitt & Son (1927) Ltd, St George St, Leicester, LE1 9FU

Leicester Mercury

Financial Controller

Strategic involvement across the business
Negotiable package c.£25,000 + car

North West

With an impressive record of continuous growth and a strong position in several market sectors, our client is a world leader in the production and world-wide marketing of specialty chemicals used for a wide range of applications. As part of a major international Group, the company can offer a stimulating environment to those looking for their first senior management post.

In this position, which has arisen due to promotion, you will work closely with the Managing Director and other members of the senior management team in determining the direction of the business as a whole; you will also ensure that effective systems are available for financial planning and control, with special emphasis on cost control and

ad-hoc evaluation projects, including liaison with the American sister company.

You should be qualified and have several years' experience in an industrial manufacturing environment. Your ability to work at senior management level and quickly grasp broad business issues will be coupled ideally with micro-computer familiarity and a strong degree of self-motivation.

Salary is supplemented by bonus and company car together with other large company benefits. In addition there are the type of long term career prospects synonymous with an organisation with substantial international interests.

Call Bill Cogle on 061-834 4191 (office) or 0484 655937 (evenings 7.30-9.30); or write to Austin Knight Selection, Ref P175, 98 King Street, Manchester M2 4WD.

Austin Knight

LONDON

c.£32,000
+ BENEFITS

Corporate Controller

J H Dewhurst is the UK's largest meat products retailer, with over 4,000 employees and 1,200 outlets. Exciting current developments include a restructuring of business operations and diversifications into new areas including the retail video market.

Working closely with the Finance Director, you will take a key role in the further development of the business. Responsibilities will include assisting management in developing and enhancing profit centre performance, further developing management control functions, reviewing potential acquisitions and undertaking ad hoc projects on behalf of senior executives. This is a new position, offering tremendous scope for further development and career progression.

Coopers & Lybrand Deloitte is the business name used by Coopers & Lybrand and Urbancic & Deloitte & Sells in the U.K.
The two firms are to merge on 25 April 1990.

A qualified Chartered Accountant with at least 2 years post qualification experience, you will have management experience in a professional firm. You will possess strong technical and systems knowledge, good commercial awareness and a practical approach. Good personal communication skills and a mature and confident personality are essential to success in this demanding role.

Please send full personal and career details, in confidence to Mark Spickett, Coopers & Lybrand Deloitte Executive Resourcing, PO Box 198, 26 Old Bailey, London EC4M 7PL, quoting reference 5361/FT on both envelope and letter.

Coopers & Lybrand Deloitte Executive Resourcing

UNIVERSITY OF
BRISTOL

Financial Controller

This is a very senior appointment in the University and a commanding salary, within the professional range, will be offered. The Financial Controller will be responsible to the Finance Officer for

- maintaining sound financial controls, including effective accounting, budgeting and management accounting systems;
- managing the Finance Office.

The University has an annual turnover of £30 million.

Candidates must

- be qualified accountants;
- have extensive management experience in the private or public sector;
- be familiar with large-scale computer-based accounting systems.

For further details telephone Bristol 303136 (ansaphone after 5.00 p.m.) or write to the Personnel Office, Senate House, Bristol BS8 1TH. Please quote reference 57.

Closing date for applications 23 April, 1990.

Group Chief Accountant

c.£40,000 + Car

This client, one of the City's leading financial services organisations, is a very profitable, independent and well-focussed quoted plc, with a clear view of its markets and its corporate role.

They now wish to recruit a graduate Chartered Accountant aged 30-35, who has had 2-5 years responsibility for the Group Accounting activity at the centre of a major industrial or commercial organisation. A fresh mind is of more interest than previous experience in the City.

The inter-personal skills to manage a small group accounting department and an enthusiasm for providing technical leadership in resolving accounting and consolidation problems are essential. Experience should include hands on knowledge of mainframe based accounting systems as well as PC spreadsheet software. Future prospects for a successful Group Chief Accountant include Financial Controllerships of business units. Location - City.

Please apply in confidence quoting Ref L440 to:-

Brian H Mason
Mason & Nurse Associates
1 Lancaster Place, Strand
London WC2E 7EB
Tel: 01-240 7805

Mason & Nurse
Selection & Search

Exciting Venture in the Leisure Sector SENIOR FINANCIAL ANALYST

London

£27-32,000 + Car + Bonus

- to play a leading role in co-ordinating the compilation of the Company Business Plan.

It is most likely (although not essential) that you will be a Qualified Accountant; however you should be able to demonstrate an accounting background that includes specific planning or financial analysis experience in a large, preferably rapidly growing company.

You will be thoroughly experienced in the use and development of computerised financial modelling tools, ideally familiar with spreadsheets and have an interest in keeping abreast with the latest developments in computer hardware and software.

While responsible for the detailed financial planning aspects of the role, you will also be commercially minded in appreciating the broader issues.

Interested individuals should contact Danny Gompes on 01-591 3451 or write to him at FMS, 14 Cork Street, London W1X 1PF enclosing a recent CV and note of current salary.

F M S
Search and Selection Specialists
for
Financial Management

GROUP CORPORATE TREASURER

West London

c.£50,000 + car & benefits

Our client is a major international group in the construction industry with a wide range of related services; the turnover has grown rapidly and now exceeds £1.25 billion. A Group Corporate Treasurer is now sought, to be responsible to the Group Finance Director.

In the context of the decentralised group structure the key responsibilities will include:

- the further development and control of a broad range of sophisticated treasury operations
- monitoring, coordinating and reporting on group cash and credit resources through integrated financial controls
- maintaining cordial relationships with

bankers and professional advisors, and participating actively in the planned development of the Group.

Candidates, graduate accountants, lawyers or bankers, should have wide treasury management experience in a major group with international operations, preferably in the construction industry. They should have good communication skills with the confidence and presence to make a strong impact on senior group executives and at external meetings. The right person could expect to achieve real career progression in this dynamic group.

Please write in confidence with full career and salary details, quoting reference M8265 to John Hills.

KPMG Peat Marwick McLintock

Executive Selection and Search
70 Fleet Street, London EC4Y 1EU

CORPORATE STRATEGY/ ACQUISITIONS

24-27 years - Knightsbridge

Bowater Industries is a leading UK industrial plc, with a worldwide turnover in excess of £1 billion. It comprises four divisions: Print & Packaging, Coating & Laminates, Building Materials, and Australia. Its company culture is open and entrepreneurial.

Recent internal promotions have generated the need to augment the Corporate Planning team with the appointment of two outstanding individuals. Working in a small, multi-disciplined team which reports to the Chief Executive, the appointees' brief will include acquisitions and disposals, and the development of strategy at all levels.

Successful candidates will have high intelligence, good

interpersonal, analytical and numerical skills, be articulate, self-starting, and able to deliver high quality work on time. In addition, candidates should have an excellent academic record, and

- EITHER: be a high calibre ACA;
- OR: have consultancy, marketing or similarly appropriate commercial experience, and perhaps an MBA degree.

The rewards include an attractive remuneration package, together with a company car. In addition, these positions offer exceptional exposure to top management and the opportunity to move subsequently into line management.

For further information contact our recruitment advisor, Brian Hamill on 01-287 6285.
Alternatively, forward a brief resume to: Brian Hamill, Director, Walker Hamill,
Financial Recruitment Consultants, 29-30 Kingly Street, London W1R 5LB

BOWATER

HAYMARKET
consultants

A specialist division of Korn/Perry International

Finance Director

Waste Management
Up to £45,000 + package
North West

Our client is at the forefront of the UK waste management industry. In the current strong climate of legislative change and environmental concern the company is expanding rapidly. A Finance Director is now sought who can help manage and control the growth process and encourage further development.

You will be responsible to the Chief Executive for maintaining high standards of control and prime responsibilities will include financial and management accounting, strategic planning, treasury management, computerised information systems,

acquisitions, liaison with financial institutions and budgetary control.

You

will be a qualified accountant, ideally aged 30-40 with at least 5 years experience at a senior level following a good career progression. You will come from a manufacturing and service industry background with multi-site experience, preferably with some involvement in contracting. You will be an individual with good human resource management skills, highly developed analytical and interpretive skills and a "hands-on" approach.

An attractive package, reflecting the

importance of the position, will be available including an executive car and the usual benefits associated with an appointment at this level.

Please apply in confidence enclosing a full CV and current salary details quoting reference MC590/25 to Carol Sutherland

Executive Selection Division
Price Waterhouse
Management Consultants
York House
York Street
Manchester M2 4WS.

Price Waterhouse



International Group Auditor

West Midlands base

To £27,000 + Car

With worldwide sales of \$1.7 billion this US owned Group now generates 50% of total sales through 20 distinct operating divisions across 14 European countries.

As well as being involved in the review and appraisal of European company systems, procedures and controls the Internal Audit team provides an in-house consultancy service in a variety of areas to support the Groups ambitious growth plans.

The Internal Audit team now requires a qualified accountant possessing knowledge of manufacturing and sound commercial judgement to ensure methods and controls support the Groups business objectives. Experience of an international environment, preferably with a US multi-national would be ideal but is less important than technical and interpersonal skills and ambition to progress further within the Group. Although primarily working with UK Group companies the international nature of the role will entail significant European travel.

Applicants, male or female, should write with full career and salary details quoting reference B3179 to:

Gary Birney
Mason & Nurse Associates
126 Colmore Row
Birmingham B3 3AP
Tel: 021-256 0066
Fax: 021-200 1637
Office in London, Birmingham & Egham

MASON & NURSE
Selection & Search

c£35,000 p.a.

Financial Controller and Finance Manager Subsidiary Co

Southern Home Counties

FMCG/\$300M T/O UK subsidiary of blue chip multinational, the brand leader in its field

You are a graduate Chartered Accountant aged early 30's with highly developed technical skills and good quality commercial experience ideally gained in an FMCG environment strong in both manufacturing and marketing. Reporting to the Finance Director you will be responsible for all divisional and corporate financial reporting, statutory accounting, internal controls, systems development, legal, property, company secretarial services and treasury functions. Additionally, YOU WILL ACT AS THE FINANCE MANAGER OF A SUCCESSFUL SUBSIDIARY £15M T/O JOINT VENTURE. Obvious personal attributes are commitment, integrity, balance and judgement. Benefits include contributory pension, car, medical/life cover and relocation.

Please write in confidence enclosing a full curriculum vitae and notice of current salary, quoting reference GFU21, to Mark Lockett.

GREYFRIARS

A Member of the Guidehouse Group PLC

11-12 CLIFFORD STREET,
LONDON W1X 1RB

SEARCH AND SELECTION CONSULTANTS

FINANCIAL ACCOUNTING MANAGER

Basingstoke area

Our client, a financial services group with total assets exceeding £365 million, is growing organically as well as from an injection of development capital. A reorganisation of the finance and accounting departments due to this growth has led to the upgrading of the role.

The Financial Accounting Manager will head up a team of between fifteen and twenty staff. Key qualities will be the ability to effectively manage and motivate as well as recruit for a planned increase in headcount. Sound technical accounting skills will be allied to a natural flair for man-management, which will be deployed across the company's operating businesses - life and pensions, unit trusts, investment management and

f£30-f£35,000 + car + benefits
mortgage finance. Reporting to the Financial Controller, he/she will have complete responsibility for the production of periodic and statutory accounts, regulatory compliance as well as the development and enhancement of manual and computerised systems and controls.

The position offers an immediate challenge as well as excellent prospects to qualified accountants within an ambitious and growing business environment. If you are interested in this position please write to James Forte at the address below, quoting reference 3360/3, with your present remuneration details and day and home contact numbers.

KPMG

Peat Marwick McLintock

Executive Selection and Search
70 Fleet Street, London EC4Y 1EU

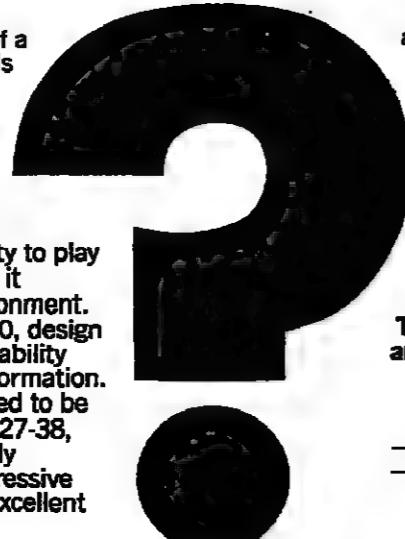
A Finance Director who knows the answers

East Midlands

Our client, a leading fmcc subsidiary of a multinational blue chip company, needs answers from an outstanding Finance Director whose financial expertise complements excellent personal skills and who possesses that rare talent for identifying imaginative but practical solutions.

Consider what our client offers. Opportunity, in a word. The opportunity to play a key role in the management team as it controls change in a fast moving environment. You'll motivate a department of over 40, design financial strategies, analyse product viability and present effective management information.

Joining will not be easy. You'll need to be a qualified accountant, probably aged 27-38, with a high flier's track record — ideally including fmcc experience — and impressive personal skills. Career prospects are excellent.



f£35,000 + car + benefits

and benefits include bonus and relocation.

Interested in asking questions? Then send full details to:

A.L. Bott,
Managing Director,
Anderson Smith
Management Personnel Ltd.,
50 Bridge Street,
Northampton
NN1 1PA.
Tel: 0604 34365 (24 hour
answering service)

Anderson Smith
RECRUITMENT, SELECTION & SEARCH
LONDON, NOTTINGHAM, NORTHAMPTON

should start asking questions

TRUST ACCOUNTANT

C. £22,000 + Full Banking Benefits

Baring Brothers Trust Co., Limited, seeks a Trust Accountant to head the Accounts section of the company.

The ideal applicant would probably be in his/her mid-twenties and currently managing or assisting the manager of a similar operation in a Trust Corporation, Solicitors or Accountants office. It is envisaged that he/she will be familiar with all aspects of trust accounting, general book-keeping practices, capital gains tax and have a good knowledge of computerised accounting techniques.



BARING BROTHERS TRUST CO., LIMITED

An ACIB qualification is desirable, however relevant experience is of greater importance and it is hoped that the successful applicant will develop a career within a small, flexible trust management team.

An excellent remuneration package is offered, which includes a subsidised mortgage.

Apply in writing with a full C.V. including information as to current employer and salary details to:

Lyn Townsend,
Personnel Manager,
Baring Asset
Management Limited,
155 Bishopsgate,
London EC2M 3XY.

c£45,000 + Car + Bonus

GROUP TREASURER

INTERNATIONAL ADVERTISING GROUP

Central London

An exceptional opportunity has arisen within this top international advertising group. Respected as one of the market leaders, the organisation has built its reputation on providing a wide range of services to a prestigious client base.

There is now an immediate requirement for an individual to establish their European Treasury function, reporting to the UK Group Financial Director and liaising with the Group Treasury Director based in the USA.

Primary responsibilities will include management of short-term

multiple currency borrowings and investments, dealing in spot forward and option markets and controlling overall currency exposure in the light of overseas exchange control requirements.

The ideal candidate will probably be a qualified ACA or ACT with at least 3 years treasury experience. Working knowledge of US accounting procedures and a European language would be an advantage.

Interested applicants should telephone Giles Daubeney on 01-437 0464 or write to him, enclosing a detailed CV, at the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House, 1 Leicester Place, London WC2H 7BP
Telephone: 01-437 0464

Financial Controller

South Africa

c£25,000 + Car + Benefits

Our client is an international market leader in the manufacture and distribution of high performance industrial products.

Due to continued expansion and their commitment to international operations, the group now requires an individual who will for approximately two years assume responsibility for the development of their South African distribution subsidiary's commercial and accounting systems.

Reporting to the divisional Managing Director and the UK based Group Financial Director, the candidate will be responsible for the production of management information, including statutory accounts, monthly management accounts, business planning, treasury management and commercial reviews.

As your involvement and understanding of the business increases, you will be expected to assert yourself within the executive team, and, head-up

the envisaged negotiations leading to a full flotation on the Johannesburg stock exchange.

You will be a qualified accountant with at least 3 years' post qualification experience. This appointment is seen as an introduction to the group, leading to a senior management position on return to the UK. In the interim, the individual must have demonstrated the necessary maturity and self-confidence to control this international overseas subsidiary. In return, the company offers the above prospects as well as the ability to accumulate capital whilst experiencing an exceptional standard of living.

Interested candidates should apply to Oliver Howl BSc, ACA at Michael Page Finance, Bennett's Court, 6 Bennett's Hill, Birmingham B2 5ST or telephone him on 021-643 6255.

MP
Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

ACCOUNTANT/CONTROLLER

LONDON BASED - GOOD SALARY + BENEFITS

We are one of the largest Brazilian banks and have been operating in London since 1970 as part of an international network providing a range of financial services to individual and corporate clients, and are seeking a professional to lead the accounting department of our branch, which has a staff of 32.

The selected candidate, who can be a part-qualified accountant, will be in charge of supervising and refining the generation of managerial, accountancy and statutory reports required by the Bank of England, all of which are produced by our PC-based computer system. He or she will also be involved in the preparation and tracking of our budget and in the enhancement of our internal controls, systems and procedures, as the position encompasses the internal audit of the branch.

The ideal candidate will have:

- Good organisational skills;
- A practical understanding of PCs and data processing including LAN;
- A good track record in cost reduction and improved productivity of the work force;
- Familiarity with Bank of England reports.

Knowledge of foreign languages (Portuguese or Spanish) is a distinct plus.

Applications to be sent to Box A1478, Financial Times, One Southwark Bridge, London SE1 9EL along with resume, salary history and expected compensation.

Appointments Advertising appears every Wednesday and Thursday and in the International Edition, only on Friday.

Britannia Airways Limited

Britannia Airways Limited, part of the Thomson Corporation, is the UK's largest leisure charter operator and the UK's second largest airline with a turnover of £500 million. Based in Luton, the Company was founded in 1962 and has an impressive growth record in this fast moving and highly competitive industry. Other Group companies include Linn Poly, Horizon, Thomson Holidays and Portland Holidays.

Following internal promotion and in line with its current expansion, Britannia now wishes to appoint several key members to strengthen its finance team.

Accounting Systems Manager to £35,000 + Car

Reporting to the Finance Director, you will be responsible for the identification, implementation and development of all finance systems; appraising potential investments and reviewing existing systems. This will involve extensive liaison at all levels within the Company but particularly with finance and system line managers. The ideal candidate will be either a qualified accountant with extensive systems experience or a business analyst who has developed sound system experience relevant to accounting systems.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Financial and Management Accountants c £23,000 + Car

Responsible for the financial controls and management reporting requirements both within Britannia and up to Group level. This will include statutory reporting and tax matters, budgeting, forecasting, long range plans, strategic reviews and extensive liaison with non-financial management. You will need to work well under pressure as both Britannia's and the Group's reporting deadlines are very demanding.

These high profile roles will form an integral part of the financial management of the company and are fundamental to its continued success. Britannia will add £60m worth of aircraft to its fleet in 1990 and will continue to expand the fleet into the early 1990s.

Ideally, you should be qualified, aged 25-35 and able to demonstrate a proven track record within a commercial, engineering or service environment. Successful candidates will also be highly self-motivated and, in addition to their technical ability, will require considerable maturity and diplomacy to be effective.

Interested applicants should write enclosing a full CV to Helen Wells at Michael Page Finance, Centurion House, 136-142 London Road, St. Albans, Herts AL1 1SA. Telephone (0727) 55813.

Finance Directors

Windsor

Birmingham

c £40,000 + Share Options + Car

Our clients are related companies engaged in the provision of leading edge broadcasting and telecommunications systems for both domestic and commercial applications. Backed by significant blue-chip investors, the business is growing at a rate of 300% p.a. The Windsor appointment carries a brief to implement and develop comprehensive financial management procedures in a fast moving, high volume environment, which will be capable of controlling the business finances during a period of dramatic expansion.

The Birmingham business is in the early stages of a major capital investment programme. The Finance Director will be required to install the initial business systems, with emphasis on project cost control, and to contribute proactively to the overall development of the business.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Group Financial Controller

Acquisition orientated PLC
West End
c £35,000 + car

A highly successful medium sized group, this listed company has interests in both manufacturing and high technology sectors. Growth, both organic and through acquisition, has been substantial and is set to continue throughout the 1990s.

A Group Financial Controller is to be appointed to work closely with a small Head Office senior management team in the coordination and control of a decentralised group operating within the UK and through overseas subsidiaries. Reporting to the Group Finance Director, responsi-

bilities will include monthly management reports, statutory accounts, taxation and treasury matters in addition to taking an active role in the successful integration of new acquisitions into the group.

Candidates should be graduate Chartered Accountants who have gained a minimum of two years senior line experience in a sophisticated Head Office environment, ideally within a PLC. Experience in computerised systems and in the integration of acquisitions would be especially relevant but, above all, we

are looking for a highly motivated 'hands on' approach coupled with excellent communication skills.

The salary is generally negotiable and the benefits include a fully expensed car, pension and health cover.

Interested candidates should write, enclosing a CV, and quoting ref E/0054 to Christopher Bainbridge at Executive Selection Division Price Waterhouse Management Consultants No. 1 London Bridge London SE1 9QL.

Price Waterhouse

SEARCH AND SELECTION

Finance Director Designate

Derbyshire

Our client, part of a major world-wide US based corporation, is in the chemicals industry and has a UK turnover in excess of £100m.

At a time of considerable change coupled with the prospect of rapid growth the company seeks to recruit a commercially-minded Finance Director Designate who can make a major contribution operationally and strategically to future success.

Reporting to the MD, and with reporting lines to Europe and the US, the appointee will be involved in all aspects of financial management and administration from preparation through interpretation to action and must be capable of serving

Ernst & Young

c £28,000 + full benefits

UK company interests whilst taking account of the implications for the corporation world-wide.

Candidates, qualified Accountants aged 35-50, will be familiar with all aspects of financial management and must have sound experience of a range of information support systems.

Personal qualities must include maturity, adaptability and a high degree of self motivation supported by initiative, energy and commitment.

To apply for this challenging role please send full personal and career details including current remuneration, quoting reference R/440/B to Paul Bailey, Ernst & Young Search and Selection, Lowry House, 17 Marble Street, Manchester M2 3AW.

Management Buy-In/Entrepreneurial Environment

FINANCE DIRECTOR DESIGNATE

North London/Herts

Age 27-33 yrs

£30-35,000 pa plus car

with potential acquisitions and investment opportunities.

Additionally, you will be responsible for the finance function (7 staff), which is run on a day to day basis by a Financial Manager. Current financial control and reporting accuracy and deadlines are all of a high standard.

In order to perform and develop the above role, you will be a Qualified Accountant, ideally, but not essentially, with some commercial experience. In this dynamic environment the personal qualities of maturity, credibility and adaptability are crucial. Finally, it is essential that you are able to adopt a 'shirt-sleeves' approach, in addition to taking the wider financial overview.

If you are interested in discussing the above further please telephone Karen Wilson on 01-491 3451 or write to her at FMS, 14 Cork Street, London W1X 1PF enclosing a recent CV and a note of current salary.

FMS

Search and Selection Specialists
for
Financial Management

SEARCH AND SELECTION

High Visibility and Broad Exposure EXCELLENT OPPORTUNITY DURING PERIOD OF CHANGE

Central London

c. £25-30,000 pa plus car

Undertaking ad hoc investigations as required.

These are ideal opportunities for young Accountants to contribute to a period of positive development. You will be a self-motivated, qualified individual, with highly developed inter-personal and leadership skills, and the ability to adopt a 'shirt sleeves' approach as well as to step back and take the broader overview. Computer systems literacy is likewise essential.

Excellent opportunities for progression within the group exist in the medium term.

If you wish to discuss this opportunity further, please contact Shirley Knight, BA, MBA, ACMA on 01-491 3451 or write to FMS, 14 Cork Street, London W1X 1PF enclosing a recent CV and note of current salary.

FMS

Search and Selection Specialists
for
Financial Management

Treasury Accounting Manager Midlands

Bass

to £29,000 + Car

Bass Plc is one of the UK's largest groups with extensive international interests in brewing, drinks, pub retailing, hotels, restaurants and leisure. Group revenues now exceed £4 billion and with income generated in over 20 currencies, the central Group Treasury function has an increasingly complex and crucial role to play.

A young qualified accountant is now sought to work with the Treasurer, developing and managing accounting and reporting systems to support Bass Treasury Operations worldwide. This will include systems to monitor non-interesting assets and liabilities; interest and foreign exchange exposures; and advising on the impact of new funding proposals. This is an outstanding opportunity to gain a thorough understanding of international Corporate Treasury and provides excellent promotion prospects.

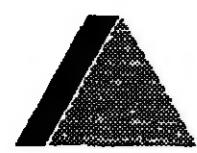
You should ideally be a graduate with 3-5 years post-

qualifying experience gained in an international environment. An understanding of foreign currency and exchange issues is desirable but previous direct treasury experience is not essential. You should be computerate and have a strong intellect coupled with good communication skills, and a well developed business perspective.

Interested applicants should write enclosing full CV quoting Ref: 399 to Barry Oller, Whitehead Rice Ltd., 43 Welbeck Street, London W1M 7PG. Tel. 01-637 8736.

Whitehead Rice

MANAGEMENT SELECTION



Newly/Recently Qualified ACA/ACCA Assistant Audit Manager – Corporate Investments

City

To £28,000 + Substantial Banking Benefits

A major investment institution in the City, our client is renowned for its professionalism and commitment to the careers and well-being of its personnel. Having recently established a new Audit department, they can now offer a unique opportunity to support their global investment activities.

Working closely with the Audit Manager and receiving full training and support, you will gain considerable investment exposure. Tasks include conducting operational based audits using the latest technology and facilities, monitoring the implementation of recommendations, and assessing compliance with policies and regulations throughout the company.

Besides sound technical accounting and computing experience, you should possess good written communication skills, together with the interpersonal ability and diplomacy to play a developing role in a highly responsible team.

Benefits package includes excellent mortgage and loan facilities, a non-contributory pension scheme, life assurance, private health, interest-free season ticket loan, free lunches and subsidised sports and social facilities.

For further details, please contact Andrew Fisher on 01-404 3155. Alternatively, write to him at Alderwick Peachell & Partners Ltd., 125 High Holborn, London WC1V 6QA. Fax: 01-404 0140.

**Alderwick
Peachell
& Partners Ltd**

Group Financial Director

£40 – £45,000 + bonus + car
Hertfordshire

A highly regarded, fast growing international engineering group which is the market leader in its field, our client wishes to recruit a business orientated Group Finance Director who will be based at their corporate offices. The group comprises UK and European subsidiaries and sales are in the region of £125 million.

Reporting to the Chairman/Group Managing Director the successful applicant will take an active role in the commercial affairs of the group, contributing fully to business strategy, as well as having total responsibility for all aspects of the

finance and accounting functions. Candidates are likely to be aged between 33 and 40, must be Chartered Accountants and should be able to demonstrate commercial achievement coupled with the ability to liaise effectively with both British and American senior management in order to reinforce the operating efficiency of the group. Experience of US accountancy requirements is particularly desirable and a knowledge of German or French would be useful but not essential.

The importance of this appointment will be reflected in a competitive

salary of between £40,000 – £45,000 plus an excellent profit related bonus. Other benefits will include a fully expensed quality car, pension and medical scheme, 6 weeks' holiday plus relocation expenses if appropriate.

Please write in confidence to Christopher Bainton enclosing a full CV, quoting reference E/0055 at Executive Selection Division Price Waterhouse Management Consultants No. 1, London Bridge London SE1 9QL.

Price Waterhouse



A challenging position at senior management level within the Financial Services Sector.

GROUP HEAD OF AUDIT

Bexleyheath, Kent

Salary circa £45K + benefits

The Woolwich, as one of the largest building societies with assets of £15 billion, has an established position in the financial services market. The Society has already moved into new business areas and further diversification is planned.

We wish to appoint a Group Head of Audit who will bring firm leadership to a large function of some 60 staff in the continued development of corporate audit teams, audit strategy and standards. Responsibilities will cover systems assessment, branch operations and computer audit in all areas of the Society's activities, including subsidiary companies engaged in housing development, estate agency and insurance, and will extend to compliance reporting. The appointment will embrace relationships with the Executive, the Audit Committee, external professionals and regulatory authorities.

Reporting to the General Manager, Finance, you should be a qualified accountant with substantial audit experience gained in the profession and, preferably, in a large financial organisation. A firm appreciation of auditing in a large computer environment is essential.

In addition to the salary indicated, benefits include a society car, immediate concessionary mortgage facilities, contributory pension scheme, medical insurance and participation in a profit bonus scheme. Relocation expenses will be paid, if appropriate.

Please apply with a full CV in confidence to Mr. Michael J. Gould, AGM (Personnel), Woolwich Equitable Building Society, Corporate Headquarters, Watling Street, Bexleyheath, Kent DA6 7RR. Telephone: 01-854 2400.

WOOLWICH
EQUITABLE BUILDING SOCIETY

We are an equal opportunities employer.

GROUP MANAGEMENT ACCOUNTANT

Up to £30,000+Car+Benefits

Birmingham

Our Client is a highly successful, prestigious group of service companies which has ambitious plans for substantial growth and development.

As part of a continued and planned expansion programme, the position of Group Management Accountant has been created. Reporting directly to the Group Finance Director, the main purpose of this role will be to develop and control the flow of commercial and financial information available to management, and to assist in the improvement of performance, profitability and development of the business.

Applicants should be qualified Accountants and have a minimum of 5 years' post qualification.

commercial experience, which ideally should have included working within a service industry environment.

Strong inter-personal skills are paramount as this proactive role will involve interaction with all levels of management and staff. Sound systems knowledge with especial reference to the development and application of management information systems is essential.

Career prospects within the Group are excellent. If you feel you have the appropriate skills and experience, please apply in writing, with full career details and salary history, quoting reference number B/259/90 to Margaret-Anne Stacker.

KPMG Peat Marwick McLintock

Executive Selection
Peat House, 2 Cornwall Street, Birmingham B3 2DL

Job in it

Young Accountants for International Management Careers

Make the world your business



If you respond eagerly to this kind of challenge, then you may have what it takes to succeed in one of the world's largest tobacco companies.

After a thorough induction in the UK, for up to 6 months, your first posting will be for around 2 years, anywhere in our worldwide sphere of operations. Further postings will be planned, both in the UK and overseas, to enable you to broaden your experience and responsibilities.

Naturally there will be exotic settings and a varied life-style to be enjoyed in the process, together with the attraction of expatriate earnings and significant benefits including free furnished accommodation, medical insurance and, in most locations, assistance with private education fees in the UK. This attractive expatriate package means that salary will not be an inhibiting factor to the right applicants, and provides the opportunity to accumulate substantial savings as you work.

So if you want to make our world your business, telephone 01-222 2610 (24 hour service) for further information and an application form or write to Geraldine Haley, British-American Tobacco Company Limited, Westminster House, 7 Millbank, London SW1P 3JE.

**British-American
Tobacco Company Limited**



perrier

We are committed to maintaining our dominant market share for all our brands through the further development of a clearly focused growth strategy in the U.K. As a consequence, we are seeking to strengthen the calibre of our finance and accounting team.

Management Accountant

c.£27,000

Reporting to the Director of Finance, the Management Accountant will provide accurate and up-to-the-minute information on the business, including budgets, profit & cashflow forecasts. You will also assist with the strategic evaluation of new business opportunities and development of the existing business.

Professionally qualified with 1-2 years' management accounting experience, you will ideally have a background in a fmnc or medium sized retail organisation with some exposure to manufacturing. You must have the communication and inter-personal skills to contribute within a small, highly motivated, multi-disciplined team.

Financial Accountant

to £25,000

The Financial Accountant will be responsible for managing and motivating the accounts team and for developing and implementing accounting systems in close conjunction with the MIS manager.

You will ideally be a recently qualified Chartered Accountant, with experience of managing a small team and implementing systems together with reporting financial results within strict time limits. You must have high work standards and strong accounting knowledge.

Please send c.v. (stating current salary) to: Director of Finance, Perrier (UK) Ltd, 6 Lygon Place, London SW1W 0JR.

TURNBULL SCOTT HOLDINGS plc

GROUP FINANCE DIRECTOR

ALDERSHOT, HAMPSHIRE **circa £45,000 + car + benefits**

The Company: It has moved away from its traditional shipping business and successfully diversified into Security, Property and Industrial Services as well as retaining a niche Shipping operation. Fully quoted since early 1950's, turnover has now grown to around £25M.

The Future: Recent developments underline the Board's ambitions for further strong growth and to build on the positive track record established over the last few months. This policy has led to the need for a Finance Director at Main Board level.

The Brief: Responsibilities will include heading up the finance function throughout the Group's four divisions, input towards strategic planning for the future, front line contact with banks, institutions, shareholders and brokers. Acquisitions and disposals.

The Minus: Applicants should be well qualified but with commercial experience and flair. Previous exposure to quoted company responsibilities and Board experience, including acquisitions, preferable.

The Package: Good salary will be supported by excellent non-contributory pension scheme, options and the usual range of executive benefits including medical insurance and permanent health cover.

Apply in writing with full CV to Jane Robertson at:

Turnbull Scott Holdings plc

Springvale Estate, Dunsbrook Lane, Aldershot, Hampshire GU12 4UK

Group Controller

Dynamic acquisitive group seek very ambitious accountant

LONDON

c.£45,000
Plus Car
Plus Benefits

A successful company, poised to take a significant market share within the Leisure business, this quoted PLC is managed by a success orientated small team of key executives. Reporting to the Financial Director you will be expected to undertake all group financial matters including the creation and implementing of financial controls and systems to optimise financial and operational performance. You will play a role in strategy formulation, the acquisition process and investment appraisal. You must be:

- intelligent, ambitious and able to work in a fast moving, unstructured environment
- a qualified accountant with the business skills to devise and introduce appropriate management reporting disciplines
- aged 30 plus, a decision maker with personal charisma to help lead and develop a team

This is an excellent opportunity for commercially orientated accountants who want to learn and "go places" quickly. Future prospects are outstanding for the achievers.

Interested candidates should write in confidence to Nicholson International (acting consultants), 142 Buckingham Palace Road, London SW1W 9TR quoting reference 9095, or fax details on 01 823 6835 or call directly on 01 730 8910 for an initial discussion.



Multi-national Manufacturing Group

CHIEF ACCOUNTANT

North West

c.£35,000 + car
+ benefits

A major company with a worldwide reputation for excellence has identified the need to recruit a qualified accountant to be an important member of the management team at its principal UK manufacturing location.

Heading a department of over twenty staff you will report to the Finance Director and provide local management and regional headquarters with regular financial information. Emphasis will also be placed on asset management, internal controls and development of systems.

Ideally you will be a graduate, aged 30-35 with experience of US reporting and proven man-management skills gained in a dynamic commercial environment. You must have the ability to take on greater responsibilities in the medium term and be keen to build a career within a multi-national group.

The package, which could include relocation costs to an area within easy access of Cheshire and the North West Coast, is competitive and offers benefits expected of an enlightened employer.

Please write, enclosing a full career/salary history, and daytime telephone number, to John Sleigh FCCA quoting reference J/898/E.

Appointments Advertising

appears every Wednesday and Thursday, Friday (International Edition) for further information please call:

- | |
|------------------|
| 01-873 3000 |
| Elizabeth Arthur |
| ext 3694 |
| Nicholas Baker |
| ext 3351 |
| Jennifer Hudson |
| ext 3607 |
| Richard Huggins |
| ext 3460 |
| Adam Fueran |
| ext 3559 |
| Stewart Maddock |
| ext 3392 |

Finance Director

West Midlands c.£30,000 + Car

A major multinational industrial group has a small but fast growing distribution subsidiary, where turnover is expected to double in the next two years.

The Finance Director will join a young management team reporting to the Managing Director. His wide ranging responsibilities will incorporate accounting, credit control, sales administration and stock control, totalling 12 staff.

Candidates, probably in their late 20's, should be qualified accountants with industrial experience and knowledge of modern computerised systems.

Career prospects include promotion to sister companies, both in the UK and abroad.

Executive Selection Director,
Nicholas Angell Limited,
11 Waterloo Place, London SW1Y 4AU.

FINANCIAL DIRECTOR

A European based International Company is seeking a Financial Director for their manufacturing facility in Lincolnshire. The successful applicant will have had a minimum of 10 years experience in the high volume manufacturing environment and is thus unlikely to be under the age of 35. A first class package will be offered. Please forward your C.V. which will be treated in strict confidence to:

Box A1475, Financial Times,
One Southwark Bridge,
London SE1 9HL,
marked for the personal attention of the
Managing Director.

Fast-growing niche retailer FINANCIAL CONTROLLER

With main Board potential

£30-40,000 salary package
Plus exec. car, options

North-West
Age 27-35

Already a major player in their field, this £50m turnover specialist retailer is developing an increasingly prominent national presence. Exceptional entrepreneurial flair at Board level, supported by a highly-motivated team of retail managers, has enabled them to maintain an impressive rate of expansion. This has now prompted the need for a strong Controller function to be established at their North-West headquarters.

A major systems project is under way which will provide active information transfer between their 70+ retail outlets and the centre. One of your early priorities will be to ensure that this project progresses successfully and that the benefits in management reporting are achieved as quickly as possible. In establishing improved reporting throughout the organisation, you may well need to strengthen your team; you will certainly need to "sell" the philosophy of tight financial management so that it is understood and put into practice at all levels. You will also play a very active part in supporting the Board in its strategic planning, which will continue to be imaginative and expansion-minded.

The essential requirement here is for a qualified professional with a strong track record in financial control and systems development. Experience of retail is not essential, but is obviously an attractive bonus. The company culture is hardworking and stimulating; success is well rewarded and, in this case, it is hoped will lead to a main Board appointment.

Please apply to our Manchester office, where your contacts are Dudley Harrop or Karen Travis.



Amethyst House, Spring Gardens,
Manchester M2 1EA. Tel: 061-834 0618
Fax: 061-832 9123

Also at: Birmingham, Leeds, Liverpool,
Nottingham and Swindon

A Division of ASB Human Resources plc

AMBITION Young ACA/ACCA CORPORATE ROLE INTERNATIONAL LEISURE/PROPERTY

MIDDX

TO £27,500 + CAR + BENEFITS

Our client, an international plc with diverse interests in leisure and property, has grown significantly both organically and by acquisitions over the last 2 years. Turnover is now approaching £200m, and the group is very profitable. They seek to appoint a young ACA/ACCA with 1-2 years post qualification experience to a newly-created corporate role.

The position is wide-ranging and covers corporate and operational plans, acquisitions analysis, monitoring of subsidiary companies performance, treasury, and the development and enhancement of group reporting systems. This is an excellent springboard position for an ambitious young accountant to move on within this dynamic plc group.

A highly competitive package is on offer, with a full range of benefits. Applicants should forward a comprehensive CV with covering letter to Anthony D. Payne at:



APPLIED MANAGEMENT SCIENCES LTD
26-28 Bedford Row London WC1R 4HE
Tel 01-405 4571 Fax 01-242-1411
Management Search and Selection



RIPE FOR SUCCESS! HEREFORDSHIRE ATTRACTIVE PACKAGE

Sun Valley Poultry, wholly owned by Cargill Inc. USA, and market leaders in their field, are eager to strengthen their accounting team with Qualified/Finalists due to continued expansion.

DIGITAL RESEARCH

EUROPEAN PERSPECTIVE

NEWBURY, BERKS To £25,000+Car+Relocation
Operating in a fast-moving market, Digital Research has proved itself to be a world leader in PC operating systems and business graphic software. Reporting on all European businesses as well as the UK, you will be part of a 'dynamic' finance department based at Newbury. The position of Management Accountant is newly created and will particularly suit an ambitious, recently qualified (possibly Finalist) CIMA/ACCA who would enjoy an 'up-front' role undertaking a wide variety of management accounting and systems responsibilities.

So, to ensure your career progression has the advantage of our 'high-speed performance', simply ring for an immediate discussion!

CONFIDENTIAL

GROUP FINANCIAL ACCOUNTANT DONCASTER

£NEG+BENS

Due to expansion and progress our client, an engineering group, can offer an exciting role with enormous potential to a qualified, career minded individual. As part of the management team you will require commercial awareness and strong interpersonal skills.

In return for your commitment, a generous remuneration package is offered including attractive benefits.

Accountancy Personnel

You don't just count you matter

HAYS PERSONNEL SERVICES LIMITED COMPANY

FINANCIAL CONTROLLER £30K + car

Our Client, a major contributor to the Leisure industry, is a progressive and dynamic organisation with interests in the UK and overseas.

They are committed to a programme of expansion and together with recent promotions from within, there are several opportunities within their finance Department for highly motivated and enthusiastic Accountants.

Reporting to the Finance Director, you will lead and motivate a team of 32 staff in the finance function who provide a vital service to the Client Group of Companies. In addition you will oversee the implementation of the new IBM based accounting system which will enable you to make a significant contribution to senior management decisions.

As a minimum you will be fully qualified with at least 5 years' experience. You will need excellent leadership and motivational skills allied with a strong desire to succeed at a senior level in a demanding organisation.

In addition to the excellent salary package, they offer membership of a health care plan, contributory pension scheme and a range of Company benefits associated with a large organisation.

To apply, please forward a current CV with a daytime telephone number to: "Financial Controller".

Management First Selection Limited, 9 Kingsway, London WC2B 6XF

Financial Director (Designate)

London SW1

c.£75,000

Independent profitable manufacturing plc, market leader with £300+ turnover, seeks to create finance directorship, responsible to MD for all group finance functions in highly decentralised UK structure, with brief to keep pace with further growth and future information and control needs. Negotiable package includes share options, car, etc.

Candidates will be qualified accountants, probably graduates aged 35-50 who must, repeat must, have been directors or de facto deputies of demanding PLCs, with sound manufacturing experience. Acquisitions experience important.

For details, write to John Courtis, FCA at 104 Marylebone Lane, London W1M 5FU demonstrating your relevance clearly, specifying salary, enclosing CV and quoting 7228/PL

John Courtis & Partners
Search and Selection

JOHN ASPINALL PLC

Major sporting events specialists require a well qualified bookkeeper.

Please contact:
The Secretary,
John Aspinall
PLC.

Tel: 01-259 6473

Financial Directors

To secure the best appointments at senior level needs more than good advice, accurate career objectives and succinct presentation. InterExec not only provides career advice to successful executives but also retains the unique facility of our subsidiary company InterMex to bridge the global gap in executive recruitment.

InterMex maintains a unique data base of some 6,000 unadvertised vacancies per annum, providing the only confidential placement Service.

If you are considering a move or need a new challenge then telephone (01-930 5041) for an exploratory meeting without obligation.

InterExec Plc
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LONDON WC2H 0ES.

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NEW TOP EXECUTIVE JOBS IS YOUR TARGET?

Since 1980 we have provided complete support services for our clients seeking new general management, management and financial appointments.

We offer a confidential meeting which is without obligation. For a confidential meeting or for further information, enquire about our Executive Search Service.

Connaught Mainland

22 Suffolk Street, Birmingham B1 1LS 021-643 2224

Hoggett Bowers

Financial Controller

Engineering West Yorks,

This £12m turnover private heavy engineering organisation based in West Yorkshire now have an opportunity for a qualified individual to control the financial aspects of this business. Reporting to the board of directors, you will be responsible for management accounts, financial accounts and the cost accounting functions of this growing organisation. Aged 30-40 years you will be ACA or ACMA qualified with several years of experience in an engineering based organisation. In addition your experience will embrace computer systems development, standard costing, stock and material control systems. On the personal front you are likely to be an instigator with flair and vision in this role which demands a strong commercial approach to finance together with strategic input to the company direction. Rewards and the prospect for advancement are excellent as are conditions of employment.

J. Bewley, Hoggett Bowers plc, Bank House, 100 Queen Street, SHEFFIELD, S1 2DW. 0742-731241, Fax: 0742-731331. Ref: S11023/FT.

c £26,000, Car

Young Management Accountant

Tyne & Wear,

For an autonomous manufacturing division of a major UK group engaged in the production of high quality capital equipment which is supplied to home and international markets. With turnover exceeding £20 million and the unit poised for sustained growth, the requirement is for a first class accountant to financially manage the operation utilising sophisticated mainframe and PC facilities. Reporting to the general manager, responsibilities incorporate the preparation and interpretation of management accounting reports, the monitoring of working capital and costing information, the submission of annual budgets and monthly forecasts, and the continued development of the computerised accounting system. As the senior finance manager on site you will also input extensively into the operational management of the business. This is an outstanding career opportunity for a young, high calibre industrially experienced accountant, probably qualified, or nearing qualification, with proven ability in the field of computer based accounting techniques. Prospects within this most progressive group are excellent.

K.H. Thompson, Hoggett Bowers plc, 4 Mosley Street, NEWCASTLE UPON TYNE, NE1 1DE. 091-232 7455. Fax: 091-261 8438. Ref: N13145/FT.

c £20,000

These positions are open to male or female candidates. Please send c.v. or telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, ST. ALBANS, SHEFFIELD, WINDSOR and EUROPE

DIRECTOR OF FINANCE

to £35,000

Car, BUPA + Bonus

Location S. London

Our client is an ambitious, expanding, multi-divisional private company with a well-established market niche in the dynamic I.T. business and office equipment service sector. The planned strategy, which indicates further profitable success, via both organic growth and acquisition, necessitates a strengthening of the management team in the key financial function. Reporting to the managing director, the incumbent, aged over 30, will be accountable and responsible for all computerised accounting, operational controls and costings, management reporting systems, budgeting and forecasting.

The candidate, an ACA or equivalent, with a practical competency (inc. Lotus 123) will be numerate and articulate, possess sound interpersonal skills and have some experience in acquisition evaluation, leasing and contract hire. It is envisaged that within two years, success will lead to promotion to the group board as Finance Director.

Applicants, confident of their abilities to meet this challenge, should write, quoting reference K71, and forward a full CV to Christopher King, the consultant advising on this appointment, at Saffery Champness Consultancy Services Limited

Fairfax House
Fullwood Place
Gray's Inn
London EC1V 6UB

Saffery Champness Consultancy Services

Financial Controller

Circa £25,000 + car

Midlands

Mayne Nickless (UK) Limited is an established and progressive international service group with a UK turnover in excess of £55 million. Continuing plans for expansion have created the need to strengthen the management team by appointing a Financial Controller at the UK Head Office in the Midlands.

Reporting to the Director of Administration, you will initially be responsible for the day-to-day running of the finance team, covering all aspects of accountancy. As your skills broaden, so will your involvement in the strategic financial management of the group offering the challenge of a continually developing role. This new opportunity will appeal to a qualified accountant with two to three years' post-qualification experience looking for the next career move with a major company. In addition you will need polished communication skills and the proven ability to manage, motivate and direct staff.

Rewards are excellent and a comprehensive benefits package includes car, assistance with relocation where appropriate and private health care. To apply please write with a full CV to our adviser, Mrs Dorothy Macrow, at the address below, quoting reference number C/178/FC.

DCN Recruitment, Newman House, Northgate Avenue
Bur St Edmunds, Suffolk IP32 6BB. Tel: (0284) 701361

MAYNE
NICKLESS
LIMITED

SENIOR MANAGEMENT ACCOUNTANT HERTFORD BASED (with some travel)

This leading Home Counties multi-office chartered accountancy practice is about to embark on its next exciting development phase and wishes to appoint an ACA/ACMA, aged 30-40, to this new post. Utilising a sophisticated computer system, duties will include:- production and interpretation of financial/management reports, cash management, planning and forecasting plus ad hoc assignments.

Reporting directly to the Operations Partner but requiring regular liaison with all offices, this very demanding role requires flair, computer literacy, excellent technical and communication skills and the capacity to work in a pressurised environment. A service industry background would be preferred. A highly competitive salary package is available. Detailed CV's should be sent to:-

Richard Wycheley (Ref: MA),
Group Personnel Partner,
Fraser & Russell,
Rugby House, 34 The Parade, Watford,
Hertfordshire WD1 7EA.

Fraser & Russell
Chartered Accountants

East Midlands International Airport FINANCE & COMMERCIAL DIRECTOR

Salary up to £38,520 plus car

Applications are sought for this position from qualified Accountants, with financial and business planning experience in an operational environment, and ideally with experience and/or a keen interest in Commercial Development and Marketing. We seek an outgoing, socially confident individual who is able to contribute to the strategic management of the business.

The post-holder will be responsible to the Managing Director and the Board for the financial and commercial affairs of the Company and will be expected to take a leading role in the development and implementation of marketing strategy. He/she will take direct responsibility for the overall supervision and direction of the Finance, Commercial Development and Marketing Divisions.

Application form and further details available from the Personnel Officer, East Midlands International Airport plc, East Midlands Airport, Castle Donington, Derby. DE7 2SA (0332/852807).

Closing date for application is 7th March 1990.

Management Accountant

Telecommunications
c.£25,000 + Benefits

M4 Based

Our client is the Head Office of an internationally successful Group who are world leaders in mobile telecommunications. They develop plans and forecasts for new ventures, as well as provide core services, such as personnel, publicity and marketing, to the companies of the Group.

Part of a small team reporting to the Group Management Accountant, you will be involved in two main areas. You will prepare monthly management accounts, cash flows and profitability forecasts for the company and associate companies. Also, working with senior management and directors, you will prepare the business plans, budgets and forecasts for new projects within the UK and internationally.

This is a high profile position and it is likely that you will be:

- ★ CIMA/ACA qualified, with basic hands-on accounting experience within a commercial/industrial organisation.
- ★ Mid to late 20's, with excellent communication skills and the personality to fit into this dynamic organisation.
- ★ Familiar with computer systems and spreadsheets such as Lotus 1-2-3, and interested in developing their application.

In addition to an attractive salary and a range of benefits, this position will allow you to develop your career with one of the most rapidly expanding communication companies.

To apply, immediately call Alastair Woodward on LINKLINE 0800 269703 (weekdays 9.00 am-5.30 pm, Thursdays until 7.00 pm), or send your cv to Terry Bryant, LINK Management Selection, Link House, 5 Queen Square, Bristol BS1 4JQ.

LINK

ALPS

ACCOUNTANCY & LEGAL PROFESSIONS SELECTION LTD

3 London Wall Buildings, London Wall, London EC2M 5AJ

Tel: 01-588 3574 Telex No. 887374

Excellent promotion prospects within this fast expanding group - either in the UK or overseas

ALPS

DEPUTY GROUP CHIEF ACCOUNTANT

CENTRAL LONDON

c£37,500 + car + usual benefits

MAJOR INTERNATIONAL DIVERSIFIED GROUP - T/O IN EXCESS OF £1 BILLION

For this key new appointment, we invite applications from qualified accountants, (ACA, ACCA), in their 30's, who must have had at least 5 years' post-qualification experience, including 2 years in financial accounting or internal audit within a major commercial/industrial group. The successful candidate, reporting to the Group Chief Accountant, will be responsible for co-ordinating the consolidations of financial/statutory reporting from operations in Europe, USA, Far East and Near East, covering over 100 companies. Up to 30% away travel will be necessary. There will also be ad hoc projects, eg working as part of a team investigating (and integrating) acquisitions world-wide. Essential qualities include the ability to communicate effectively and easily with international subsidiaries, with a sense of humour in a pressurised and autonomous role. Initial salary negotiable, car/non-contributory pension, free life assurance, free BUPA and assistance with removal expenses if necessary. Applications, in strict confidence under reference DGCA 199/FT, by telephone on 01-588 3114 (daytime) or in writing, to the Managing Director: ALPS.

ACCOUNTANCY & LEGAL PROFESSIONS SELECTION LIMITED, 3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PJ.

TELEPHONE 01-588 3588 or 01-588 3576. TELEX: 887374. FAX: 01-256 8801.

DIVISIONAL FINANCE

DIRECTOR

c£40,000 + car Essex - M25/A12

Macarthy PLC is a healthcare group engaged in the manufacture, distribution and retailing of pharmaceutical, medical related products and health foods in the United Kingdom. The Company aims to build a group comprising high quality businesses which are responsive to customer demands and have significant shares of the markets they serve.

To achieve this aim we now seek to appoint a high calibre individual to fill the newly created position of Divisional Finance Director - manufacturing and Agency Division.

Reporting to the Divisional Managing Director in close liaison with the Group Finance Director the appointee will take the lead role in maintaining and developing reporting systems, budgeting and forecasting and closely monitoring all commercial aspects of the development of the Division and its subsidiaries. In addition to the above the Divisional Finance Director will play a leading role in the planned upgrade and development of computerised Management Information systems in the operating units.

The 'hands-on' nature of the role calls for an energetic, qualified Accountant with manufacturing and distribution experience with an acute sense of commercial awareness.

Applicants should send a full C.V. to John Pollard, Personnel Director, Macarthy PLC, Delta House, 33 Hackliffe Street, Leighton Buzzard, Beds, LU7 8EZ.



MACARTHY PLC

GENERAL MANAGER

Celtic Trees PLC is a young R&D company in the rapidly expanding leisure sector. Its activities include Christmas Tree plantations, tree and shrub nurseries and two rapidly developing garden centres in the south of the United Kingdom.

The board has adopted a strategy for rapid growth and now seeks a numerate and dynamic GENERAL MANAGER with special experience in retail selling and marketing. It is the company's policy to pay a very competitive salary together with a company car and the normal range of executive benefits.

Candidates should submit a CV by 28 February marked "Private and Confidential" to:

David A Jones
Company Secretary
Celtic Trees PLC
54 St James's Street
London SW1A 1JT



INTERNATIONAL APPOINTMENTS



We are the Geneva based service company of a multinational financial group. Our field operation are mainly in Asia and Africa. We are looking for

PROFESSIONAL ACCOUNTANTS to work in our Internal Audit Department.

The successful candidates will be required to:

- Perform operational and financial audit of banks and investment companies as well as the establishment in Geneva with minimum supervision.
- Check the effectiveness of internal controls and recommend improvements as necessary.
- Report and conclude on their findings.

These challenging positions will provide opportunities for development within either internal audit or other departments in Geneva or abroad.

The candidates should have:

- A university degree with major in accounting or an accounting qualification.
- At least 3 years auditing experience in financial institutions or with an auditing firm.
- The ability to communicate effectively in a multi-cultural organization.

Fluency in English is a must and good knowledge of Arabic or French would be an asset.

We offer competitive salaries and first class benefits. The positions are based in Geneva and travelling will be required.

Interested candidates of Swiss nationality or holders of a valid work permit, are invited to send their resume together with supporting documentation to

Dar Al-Maal Al-Islami (DMA) S.A.
Personnel Department
Avenue Louis-Casali 84
P.O. Box 161, 1218 Cointrin/Geneva
All application will be treated in strict confidence.

FINANCIAL CONTROLLER AUSTRALIA

This young and fast growing Australian employment agency network (25 branches - 89 Turnover - 25 million £18.8) is the subsidiary of a leading European group in the field of personnel services (89 Turnover : 1.5 billion £18.5) operating worldwide.

Working alongside the Director General of AUSTRALIA and the Director of ASIA, the Financial Controller will be in charge of the financial and accounting management of the company.

Working with the Financial Controller from the European Head Office, he will also aim to improve reporting and control procedures.

A post qualified accountant, the ideal candidate will have at least 5 years experience of management control, or as the Financial Director of a medium size company, or of the subsidiary of a multi-national group, but in the service industry and a networking activity.

A good sensitivity and organisational abilities will be essential for the setting-up of new structures. Knowledge of French is a plus.

This post will be based in MELBOURNE.

One Australian project is yours - your application should reach us before 28th February (handwritten letter, photograph and salary requirement, with the reference FCA marked on the envelope, and addressed to Mrs. Wendy PRICE, 107 A Lumsden Road - LONDON W6 9DA (U.K.).

Hunting Gate

£3m invoice to Guinness was false'

Market check plan

Major minister Meed

May's protest

Major navigation

May's sale ruling

May's conviction

May's best injury 40

May's corruption

May's bid backed

May's report warning

May's stadium plan

May's deal

May's markets

May's dollar